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Canada. Labour, Sept. 1949



The

LABOUR GAZETTE

Published Monthly by the Department of Labour, Ottawa

Vol. XLIX, No. 7 ¹/₂

JULY, 1949 - DEC. 1949

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VOL. 49 ²/₂



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Vocational Education in Canada

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THE LABOUR GAZETTE

The Official Journal of the Department of Labour of Canada

PUBLISHED MONTHLY, in English and French.

SUBSCRIPTION RATES—\$1 per annum, postage prepaid. Groups of 10 or more, 50 cents per annum. All subscriptions are payable in advance. Single copies 10 cents each.

BOUND VOLUMES—Bound volumes of the **LABOUR GAZETTE**, containing the monthly issues for the years 1945, 1946, 1947, are available at \$2 per copy.

HOW TO REMIT—Remittances should be sent by Cheque, Postal Note, or Money Order, payable to the order of the Receiver General and mailed to the Circulation Manager, Department of Labour.

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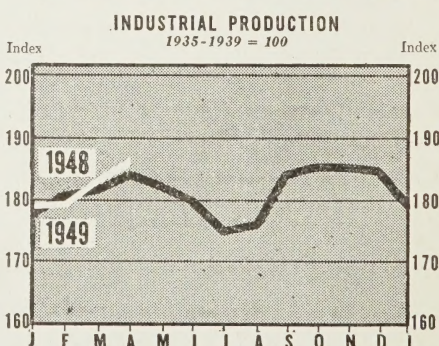
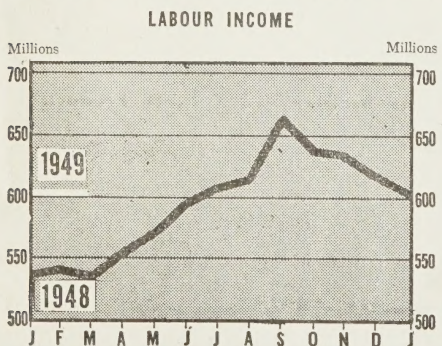
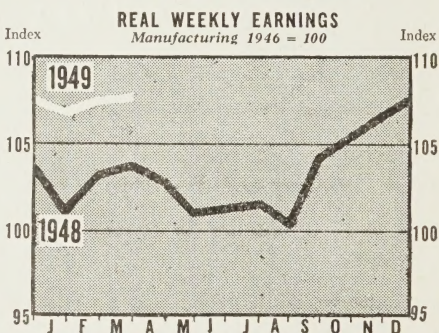
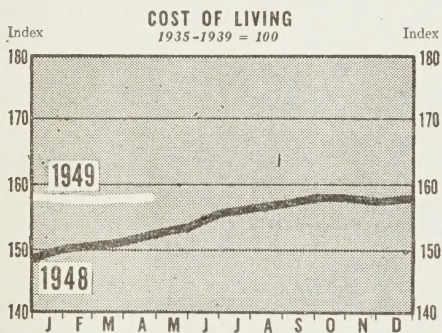
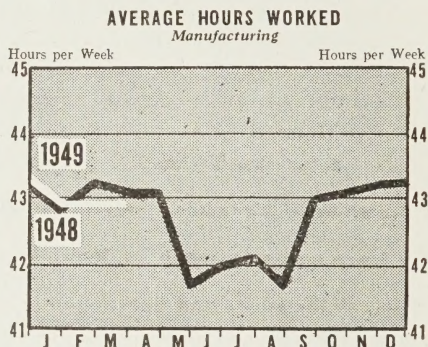
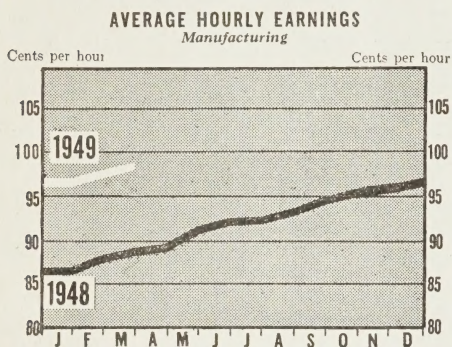
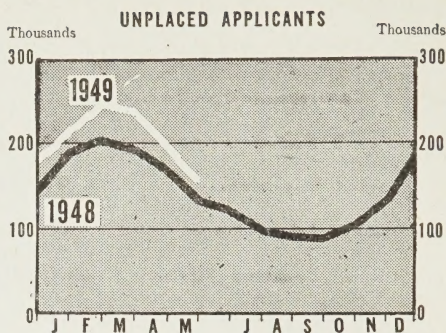
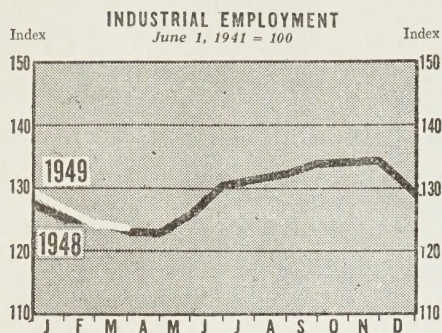
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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

Editor: Harry J. Walker

Assistant Editor: John Mainwaring

Circulation Manager: C. E. St. George

Volume XLIX

Number 7

July, 1949

The Labour Month in Brief

By June, employment had expanded sufficiently to absorb almost all persons seeking work. Lay-offs had occurred in some industries as output reached or exceeded demand, but seasonal expansion elsewhere more than offset such declines in employment. Total labour income was at an all-time high. A cloudy industrial relations picture brightened with the termination of the four-month strike of asbestos mine and mill workers in Quebec.

Employment

By the beginning of May, the index of industrial employment had turned upward after a four-month period of decline. All forms of construction—highway, industrial, residential—were now under way. Food processing of early crops had begun and tourist trade was stimulating expansion in the services and retail stores. Both water and highway transportation were in full swing.

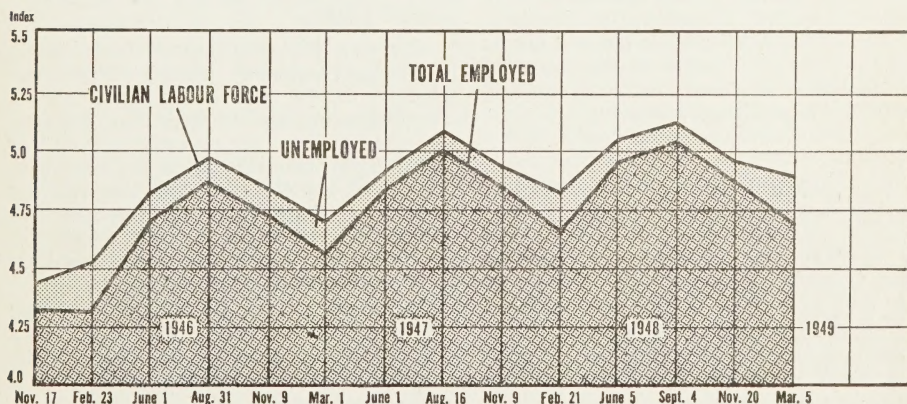
Lay-offs had occurred in some manufacturing firms, however, particularly ship-

building and textiles. Nickel mines had reduced their staffs considerably but, with trained miners at a premium, the workers were quickly absorbed by other mines. Despite employment contractions in some industries, employment in 1949 at no time has fallen below the 1948 level.

Unemployment was rapidly disappearing with claims for unemployment insurance falling from 208,800 at the first of March to 95,800 at the beginning of June. This contrasted sharply with the situation in the United States where unemployment was still advancing in the first week in June. The number of unplaced applicants in Canada continued their steady decline, totalling 144,600 by June 23. Currently, registrations were being swelled by students seeking summer work.

Employment varied from region to region. Employment conditions in the Prairie and Pacific regions were particularly favourable, but lay-offs in manufacturing had temporarily restrained operations in Quebec, the Maritimes, and, to a minor degree, in Ontario.

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



Industrial Relations

A few prolonged strikes in the past few months have marred what, on the whole, has been a period of peaceful industrial relations. Two major labour disputes, the one involving 4,650 asbestos workers and millworkers in Quebec, the other, 1,500 seamen in Canadian and foreign ports, accounted for 76 per cent of the time lost due to strike action during May. Settlement has since been reached on the asbestos strike, however, and between June 24 and July 4 work had been resumed in all mines.

Eleven per cent of the time lost due to industrial strike during May was accounted for by the strike of construction labourers in Toronto. This dispute was terminated by the end of the month, although the terms of settlement were indefinite. The total time loss in May was 174,150 man-working days, or 0.22 per cent of the estimated working time of all wage and salary workers during the month.

The effects of the two major strikes were reflected in the heavy toll of man-hours lost during recent months. During the first five months of 1949 preliminary figures showed that 48 strikes and lockouts involving 15,000 workers brought about a time loss of 530,800 man-working days. For the same period of 1948, 61 strikes involving 19,000 workers caused a time loss of 424,000 days.

Cost of Living

The cost-of-living index rose for the third consecutive month during June, reversing the downtrend of the first three months of 1949. The degree of fluctuation had been small during the year, however, ranging from 159.2 in March to 160.5 in June. Relatively little change has occurred in the cost of living since the third quarter of 1948.

The increase during June was entirely due to the rise in the price of food. All other major items affecting the cost of living either remained unchanged or declined. The price of food began its uptrend during May and was attributed to seasonal advances in the cost of meat and increased purchases of fresh fruit and vegetables.

Earnings

Average hourly earnings of hourly-rated workers in manufacturing continued to edge upward, reaching a new peak of 98.1 cents at April 1. Hourly earnings during 1949 have consistently held a lead of about 10 per cent over those of the previous year. At the beginning of April, workers in the durable goods manufacturing were receiving 105.7 cents per hour and in non-durables manufacturing, 90.2 cents.

Relatively little fluctuation occurred in the number of hours worked in manufacturing, with 42.9 hours recorded for the week ending April 1. This compared with 41.6 weekly hours during the same period in 1948.

Throughout the first four months of 1949, the real weekly wages of the wage-earner in manufacturing exceeded all previous peace-time records. A fractional gain during March brought the index of real wages to an all-time high of 107.9 at April 1.

Retail Sales

Retail trade was extremely active during April following a minor slump during the winter. The dollar value of sales during April indicated a gain of 17 per cent over the year, as against a yearly advance of one, five and six per cent during the months of January, February and March. Having Easter in April this year was partially responsible for the exceptionally large gain.

Sales in the January-to-April period of 1949 totalled \$2,211,610,000, a gain of 8 per cent over the 1948 comparative total of \$2,055,590,000.

Labour Income

Total labour income in Canada during the first quarter of 1949 was approximately 11 per cent higher than in the same period last year. Advances in average weekly earnings and a slight increase in employment were responsible for the rise. Labour income during the first three months of 1949 totalled \$1,818,000,000.

From February to March, 1949, however, labour income remained unchanged. Advances in the secondary industries, manufacturing, construction, transportation and the services were counterbalanced by losses in the primary industries, forestry, fishing and trapping.

Export Trade

Canada's domestic export trade, while increasing seasonally during May, was slightly below the May, 1948, level. According to recent trade returns, domestic exports during May were valued at \$272,900,000, indicating a 13 per cent gain over April but a 3.4 per cent loss over the year. Aggregate value for the first five months of 1949, amounting to \$1,169,600,000, was slightly above the corresponding total of \$1,166,600,000 in 1948.

Shipments to the United States during May increased in value over both April and May last year, while those to the United Kingdom showed a monthly gain but a yearly drop.

NOTES OF CURRENT INTEREST

Labour legislation authorities confer in Ottawa

The Canadian Association of Administrators of Labour Legislation, an organization of Dominion and Provincial Government Labour officials, met for its eighth annual conference in Ottawa on May 16-18. All the provinces, except Prince Edward Island, were represented by the Deputy Minister of Labour or other chief officer and most of these had additional representatives; from some provinces, the Chief Inspector of Factories. Representatives of two Workmen's Compensation Boards also attended. Newfoundland was represented for the first time.

Industrial safety was given special attention at the Conference. At a dinner meeting under the chairmanship of Dr. Arthur MacNamara, Dominion Deputy Minister of Labour, Mr. Edward A. Nyegaard, Deputy Industrial Commissioner of the New York State Department of Labour, spoke on the organization of that Department with particular emphasis on the place and organization of the factory inspectorate. Mr. Nyegaard also addressed a session on labour inspection and accident prevention when he gave more detailed information on safety and health regulations in New York. The factory inspectors held a special session to discuss the prevention of accidents in woodworking and metal industries.

Other topics on the agenda of the Conference were apprenticeship and vocational training; accident statistics; and the place and function of the Canadian Standards Association in industrial safety.

The following were elected officers of the Association for the coming year: President, James Thomson, Deputy Minister of Labour, British Columbia; first vice-president, W. Elliott Wilson, Deputy Minister of Labour, Manitoba; second vice-president, N. D. Cochrane, Deputy Minister of Labour, New Brunswick; secretary-treasurer, Evelyn Best, Dominion Department of Labour. Gerard Tremblay, Deputy Minister of Labour, Quebec, is Past President.

Provincial representatives attending the Conference included—Alberta: K. A. Pugh, Chairman, Board of Industrial Relations; British Columbia: James Thomson, Deputy Minister of Labour, F. P. Archibald, Secretary, Workmen's Compensation Board; Manitoba: Elliott Wilson, Deputy Minister of Labour; Newfoundland: George T. Dyer, Assistant Labour Relations Officer; New Brunswick: F. C. Sherwood, Chief

Factory and Boiler Inspector, H. F. White, Director of Minimum Wages and Labour Relations; Nova Scotia: R. E. Anderson, Secretary, Department of Labour, Miss Zilpha Linkletter, Statistician, Department of Labour; Ontario: F. J. Hawes, Director of Apprenticeship, F. W. Ehmke, Senior Inspector, C. Grant Gibson, Examiner of Plans, J. Wibberley, Miss Mary McLaughlin, Inspectors, Department of Labour, H. J. Chater, Provincial Statistician, Eric Coates, Finance Officer, Workmen's Compensation Board, Alan MacDonald, Statistician, Workmen's Compensation Board; Quebec: Jean-Paul Deslierres, Secretary, Superior Labour Council, Dr. Bertrand Bellemare, Industrial Hygienist, Department of Labour, Clovis Bernier, Chief Inspector, Department of Labour, Wilfrid Beaulac, Assistant to Chief Inspector, F. O'Carroll, Inspector, Cyprien Miron, Chief Conciliation Officer, Jean-Paul Ferland, Conciliation Officer, Gabriel Rousseau, Technical Counsellor of Apprenticeship, L. Gerrard, E. Guenette, Apprenticeship Commission; Saskatchewan: H. S. Elkin, Deputy Minister of Labour, J. H. Williams, Superintendent of Wages and Hours Branch.

Montreal meeting of Boiler Makers International

This year, for the first time in its history of 69 years, the International Brotherhood of Boiler Makers, Iron Ship Builders and Helpers of America held its annual convention in Canada.

More than 800 accredited delegates, representing a total membership of approximately 200,000, of whom some 9,000 are Canadians, convened in the Mount Royal Hotel, Montreal, May 2 to 13.

The keynote address was given by the President of the Brotherhood, Charles J. MacGowan. Its theme was, "we build for today in order to take care of tomorrow."

In a speech welcoming the convention to Canada, Hon. Humphrey Mitchell, Minister of Labour, enlarged upon the fine service rendered by organized labour in both Canada and the United States during the war and drew attention to labour's consequent enhanced influence, as well as its rapid growth in membership in recent years. He extended a special welcome to President MacGowan, who spent his boyhood in Britain and his young manhood in Canada. "We Canadians," he said, "who have remained at home are always delighted to welcome back those of our number who have wandered to a not too far country,

particularly perhaps those who have achieved fame and high distinction in the land of their adoption."

In his reference to Communism the Minister said: "I want to make this very clear—as long as I have the honour to hold the post of Minister of Labour for the Dominion of Canada, there will be no compromise with communist tactics in the ranks of labour. I regard Communism as a menace to organized labour; to our own people generally; and to our way of life; and while there's breath in my body I shall fight Communism and make no mistake about that."

Resolutions adopted by the convention included: (1) a demand that communist influence and infiltration be eliminated from all labour bodies, as vital to the welfare, safety and future of the international trade union movement; (2) a commendation of certain Canadian international unions for their "untiring efforts to keep the Canadian labour movement clean of Communism"; (3) a recommendation that some definite form of health insurance be established for all workers in the United States and Canada.

Training in the Public Service of Canada

The Report of the Staff Training Branch of the Civil Service Commission for the fiscal years 1947-48 and 1948-49 shows that more than 35,000 civil servants, representing 28

departments of Government, participated in some form of organized "in-service" training during the two-year period. Training courses included induction and orientation, designed primarily for new employees; supervision; leadership; government administration for entrants in the junior administrative assistant class; work skills, such as filing; refresher courses in stenography and typewriting; first-aid training.

The training program is under the direction of the Staff Training Division of the Civil Service Commission and has as its purpose the attainment of the following objectives: (1) to improve the overall efficiency of the Service; (2) to improve the efficiency of the individual civil servant; (3) to raise morale; (4) to improve employer-employee relationships; (5) to prepare employees for advancement; (6) to provide opportunities for individual development; (7) to increase job satisfaction and pride in the Service.

The Commission's role is primarily that of a co-ordinator and the general policy is to encourage each department to carry out its own training. It is felt that training can be most effectively presented by

department officers who know the department, its organization, procedures and personnel, and from whom instruction is therefore more readily accepted.

The Staff Training Branch reports that twelve departments have full-time Training Officers with staffs ranging from one to twenty-five. Four or five other departments are carrying out training activities as a part-time function of a member of the staff of the Personnel Division. Still other departments are now in the process of organizing Staff Training Divisions. Specialized courses have been developed to meet specific departmental needs, as, for example, the Post Office Department's course for Postal Inspectors and the course for Investigators prepared by the Department of Veterans Affairs.

Central training courses are more appropriate for certain categories of staff or types of work, for reasons of ease of administration and economy of operation, and these are conducted by the Staff Training Division. At present they include "Institutes" for departmental instructors, the stenographic school, and the course for Junior Administrative Assistants.

As no single method of instruction can be applied with uniform effectiveness to all types of training, the general policy is to select the method best suited to the training contemplated, having regard to the availability of personnel and facilities, and economy of operation. The conference method has proved very satisfactory in the training of supervisors. Other methods employed are the lecture method, where a considerable amount of factual information is to be presented; panel discussion; classroom instruction for the teaching of mechanical skills such as shorthand and typewriting; the demonstration method for courses such as filing; visual aids through films; correspondence courses; manuals and pamphlets.

Training is not restricted to headquarters staffs at Ottawa. Every effort is made to extend training facilities to the field. In the case of large departments such as Post Office, Veterans Affairs, and Unemployment Insurance that have reasonably large concentrations of staff at certain outside centres, full-time Training Officers have been appointed in each district or region, who administer the training program under direction and with advice and encouragement from headquarters. For departments such as Transport, National Revenue-Customs and Excise, and Mines and Resources, however, whose field staffs are scattered across the country at hundreds of points with no substantial number at any one locality, training in the field

becomes a more difficult problem. In such cases, Training Officers attached to headquarters may visit the various centres at fairly regular intervals, or training may be carried out by correspondence courses administered by the headquarters Staff Training Division. Frequently, training is arranged on a local basis in co-operation with staff of other departments located at the same centre.

In addition to in-service training, the Commission publicizes available educational opportunities and encourages civil servants to enrol in courses that would improve their qualifications, thus benefiting both themselves and the Service. DVA Correspondence Courses are available to civil servants lacking high school entrance standing. A survey of evening classes offered by secondary schools and evening classes and extramural courses offered by colleges and universities is made, and information obtained to assist in counselling employees interested in furthering their education.

At the instigation of the Commission's Staff Training Division, the Civil Service Regulations were amended to provide for educational leave in specific circumstances. An Educational Leave Committee has been set up to consider all such requests for leave.

National Employment Committee convenes in Montreal

Meeting in Montreal at the end of April, the National Employment Committee, under the chairmanship of Judge W. J. Lindal of Winnipeg, recommended that the National Council of Canadian Universities consider the problem of finding adequate employment for Displaced Persons with European university training, after they had completed their contract employment in Canada.

It was pointed out that many of the Displaced Persons who had been brought to Canada to work on farms or in mines, or other form of manual work, were trained in several of the learned professions and hence were in reality misplaced persons, if they continued at purely manual work. It was the opinion of the Committee that adequate means should be provided for appraising the qualifications of such persons in accordance with Canadian standards, so that they could make their best contribution to the country's welfare. "Refresher courses" would be necessary in many cases, and this, it was held, "was very much a problem for the Universities as well as the Department of Labour."

There was, it was stated, a serious shortage of teachers and nurses throughout Canada, as well as doctors and dentists in many of the more sparsely settled portions of the country and it was felt that steps might be taken to place qualified Displaced Persons in such types of employment.

Other matters considered by the Committee included the status of private employment agencies, the problem of unemployables, the placement of older workers and several of the technical aspects of the work of the National Employment Service, especially as they affected the administration of the Unemployment Insurance Act.

The next meeting of the National Employment Committee will be held in Ottawa, toward the end of July.

Exchequer Court rules on union dues

The Exchequer Court of Canada, in a decision June 15, holds that the plaintiff, in computing his income tax for the year 1945, was entitled to deduct dues he paid a labour union from the total of wages earned.

An amendment to the Income Tax Act, effective January 1, 1949, specifically bars such deductions in future returns.

Just what classes of union workers who paid taxes in previous years will now be entitled to rebates—assuming the Court's decision is not appealed or is sustained on appeal—can only be determined, a "high official" of the Income Tax Division in Ottawa states, after an exhaustive study of the many factors involved, one of them being the question of necessity in a particular case of the worker maintaining membership in a union as a condition to his holding his job.

Pending such study and decision of policy by the Department of National Revenue, says the official, it will be impossible to answer inquiries respecting individual cases.

Displaced Persons make good in gold mines

Reports received by the Minister of Labour, Hon. Humphrey Mitchell, from the gold mining areas of Northern Ontario and Quebec, indicate that immigrants from the Displaced Persons' camps in Europe have proved themselves to be able and willing employees.

One report from the general manager of a large Ontario gold mine showed that 84 per cent of the 172 secured through the Canadian Metal Mining Association had completed their contract and 92 per cent of all DP's employed were still with the

Company. In addition, 53 DP's who had completed their contracts with timber companies had applied for and been given employment at this mine.

"With very few exceptions," the manager stated, "these men have demonstrated their appreciation of the opportunities offered in a free country. Their eagerness to invest their savings in Canada Savings Bonds was an example of their confidence in Canadian institutions and of their intention to establish themselves as permanent citizens."

Conference on citizenship problems of new immigrants

The Second National Conference on the Citizenship Problems of New Immigrants met in Montreal on May 5, bringing together some 130 representatives of voluntary and governmental agencies scattered throughout the Dominion. This conference, sponsored and organized by the Canadian Citizenship Council, is but one example of the work being done by that organization in the field of immigrant assistance and education.

Co-chaired by General H. D. G. Crerar and Dr. André Taschereau, the Council, which was founded in 1941, has just published its Annual Report. This gives some indication of the program being directed at the conversion of European immigrants to Canadian citizens.

Emphasis is being placed on the training of teachers for the education of the newcomers. Courses in English and on Canadian citizenship have been prepared, and techniques for their effective application developed. Various pamphlets, handbooks, and notes dealing with these topics have been published, and during the present year, it is planned to extend this activity into the field of instruction in the French language.

Miss Florence Gaynor, on loan from the Alberta Department of Education has been appointed Immigrant Education Consultant, and through her, the services of the Council are available to provincial departments of education, immigrant employers, and such voluntary organizations as may be concerned with the rapid assimilation of immigrant groups in Canadian life. Included among the agencies taking advantage of these services during the past year were the Departments of Education of Nova Scotia, Alberta, and Saskatchewan.

Groups interested in obtaining the services of the Canadian Citizenship Council, or information relevant to its work, may write to Mr. John P. Kidd, the Executive Secretary-Treasurer, at the national office, 46 Elgin St., Ottawa.

Educational program of Canadian Congress of Labour

To provide "an integrated educational program suited to the needs of the unions and their members" has been the objective of the Canadian Congress of Labour for a number of years.

The annual convention of the Congress in 1946 set up an educational committee and assigned it two specific tasks: (1) acquainting new members of the Congress with its traditions, history and objectives; (2) training leaders of local unions in the proper conduct of the day-to-day affairs of the union. This program almost at once led to requests for the setting up of regional and district schools and labour institutes, the supplying of visual aids, pamphlets and other textual material.

The 1946 conventions took action also with a view to obtaining the co-operation of the universities, both in the matter of drawing up courses of study and in providing special instructors. It recommended that short, intensive courses be set up, to train prospective study group leaders and class instructors.

During the summer of 1947 a Union Summer School Camp was conducted for one week in Ontario. This was attended by more than 200 union members. Tentative plans have been made for establishing the Summer Camp on a permanent basis.

The Educational Committee constituted itself "a clearing house" for all the instructional programs of the major Congress Unions in the United States and Canada. With these as a base, the Committee drew up an extensive and intensive program of education which was presented to the annual convention of the Congress in 1948.

This program recommended the setting up of district educational committees, whose functions it would be to co-ordinate local union programs and resources. It also provided for the training of instructors, and the establishment of short-course summer and winter schools and week-end institutes. Provision was made too, for assembling and, where necessary, publishing study material.

Valuable assistance was given by the Universities of Toronto, Western Ontario, McGill, Manitoba, Saskatchewan, Alberta and British Columbia.

During the winter and spring of 1949, week-end institutes were conducted in Nanaimo and Vancouver, British Columbia; Calgary and Edmonton, Alberta; Regina and Saskatoon, Saskatchewan; Winnipeg, Manitoba; Kitchener, London, Hanover, and Ottawa, Ontario; and Montreal,

Quebec. In addition, a union winter school, with an enrolment of 125 unionist students, was conducted for one week at the Ajax campus of the University of Toronto in co-operation with the Institute of Industrial Relations of the University.

The major courses at the latter school included instruction in job evaluation, time study, the union contract and its observance, human problems in industrial organization, economic and political trends, the union in modern society, co-operatives and credit unions, corporation finance and union publicity. Minor courses of study were also provided on the structure and function of municipal, provincial and federal government in Canada, public speaking and meeting procedures, the work of a local education committee, labour law, current Canadian economic problems, philosophy for the worker and the job of a steward. Prominent Union leaders, Congress officials and members of the staff of the University provided leadership and instruction. At the conclusion of the school sessions at Ajax, a staff seminar was held at Scarboro for full-time union officers. Subjects studied included: how to present the union case to Labour Relations Boards; union-management relations and the role of the union in modern society; techniques in negotiations and arbitration; and time study and wage incentives. The schools and institutes were under the direction of Mr. Howard Conquergood, Director of Welfare and Education, United Steelworkers of America.

The attendance at the week-end institutes varied considerably, the largest groups being those at Montreal and Vancouver. A total of approximately 1,000 attended the classes. In most instances, the institutes concluded their sessions with a public dinner and meeting which were attended by the leading citizens of the several communities.

The experience gained has encouraged the education Committee of the Congress to continue and to extend its work. Plans are being made to conduct institutes in all of the four Maritime provinces during the autumn of 1949.

Study of social tendencies in a union community

Professor C. W. M. Hart's paper, *Industrial Relations Research and Social Theory*, reporting on his sociological investigation of the City of Windsor, and read before the Sociology section of the Canadian Political Science Association in June of last year, has been reproduced in pamphlet form by the Institute of Industrial Relations, University of Toronto.

Professor Hart approaches his study with the emphasis on its sociological rather than its economic aspects. In this respect, he states: "Windsor as a city and the United Automobile Workers as a strong segment of the labour movement, will be treated as a case study of certain social tendencies which may well be characteristic of union towns generally, or of a certain class of union towns."

Students of industrial relations and the impact of "welfare-unionism" on the community life of an industrial city, will be particularly interested in Professor Hart's findings.

The investigation was undertaken under the auspices and on behalf of the Institute of Industrial Relations, University of Toronto, during the years 1947 and 1948.

Conference of IFAP at Guelph

The International Federation of Agricultural Producers (IFAP) met for its Third Annual General Meeting at the Ontario Agricultural College, Guelph, on May 31, to consider farm problems and co-operatives. Representatives from all leading nations attended, including Canada, France, United Kingdom and United States. Sir James Turner, of Great Britain, presided.

Observers were present representing the Food and Agriculture Organization of the United Nations, International Co-operative Alliance, Associated Countrywomen of the World, and the International Labour Organization.

German farm representatives were admitted to the meeting as members, while Japanese farmers were represented by an observer.

The Canadian delegation was headed by Dr. H. H. Hannam, president of the Canadian Council of Agriculture.

The delegates were welcomed by Dr. H. G. Barton, on behalf of the Dominion Minister of Agriculture.

At the opening session, Dr. H. H. Hannam, for the Canadian delegation, put forward a proposal for consideration by the conference, that Governments should be approached to buy up surplus farm production on a pool basis, for distribution to needy people in countries short of food.

Mr. V. C. Phelan, as Director of the Canada Branch of the ILO, pointed out that the ILO has many points of common interest with the world farmers' meeting. After briefly outlining the work of the ILO in the fields of co-operatives and rural welfare, Mr. Phelan extended an invitation to IFAP to work more closely with ILO on matters of co-operatives. He said that

the ILO is interested in ways and means of adapting its social security program to rural dwellers, and also in farm manpower problems.

The IFAP is a non-governmental body of organized farmers, farmers' co-operatives, and related groups, and now has in membership various associations from more than twenty-five countries, representing all continents.

Old age and blind pensioners in Canada.

The number of persons receiving old age pensions in Canada increased from 248,289 at December 31, 1948 to 251,865 as at the end of the quarter March 31, 1949.

The Federal Government's contributions under the Federal-Provincial scheme totalled \$16,344,100.19 for the quarter ended March 31, 1949, as compared with \$16,352,748.46 in the preceding quarter. Since the inception of the Act the Federal Government has contributed \$545,086,852.12.

The average monthly pension in six provinces ranged between \$29 and \$30, in two provinces it was slightly less than \$29 and in the remaining province it was \$26.36. In only one province was the number of pensioners as high as three per cent of the total population.

Pensions were being paid to 9,567 blind persons as at March 31, 1949 as compared with 9,425 at December 31, 1948.

The cost of pensions in respect of blindness to the Federal Government was \$643,870.55 for the quarter ended March 31, 1949, and \$645,658.66 in the preceding quarter. Since the inception of the Act, Federal payments have totalled \$15,488,133.43. The average monthly pension was between \$29 and \$30 in all provinces but one where it was \$28.58. Pensioners numbered less than one-tenth of one per cent of the total population in most provinces.

Death of Senator James Murdock

Following an illness of several months, Senator James Murdock died at Guelph on Sunday, May 15. He was born in Brighton, England, in 1871, and came to Canada as a child.

He entered the service of the Canadian Pacific Railway as a trainman at London, Ontario, in 1890. In 1905, he was made Vice-President of the Brotherhood of Railroad Trainmen, a position he held until his resignation in 1921. He was granted leave of absence from October, 1919 to June, 1920, in order to serve as a Commissioner on the Board of Commerce of Canada.

Entering politics in 1921, he ran as Liberal candidate in South Toronto. Although he was defeated in the election, he was given the portfolio of Labour in the first Ministry of Rt. Hon. W. L. Mackenzie King and was elected to the House of Commons for Kent County (Ontario), by acclamation early in 1922.

During his term as Minister of Labour he represented Canada at a meeting of the International Labour Organization in Geneva.

In 1930, he was appointed to the Senate and made his home in Ottawa during the remainder of his life.

Real estate financing in Canada

Mortgage Lending in Canada, 1948, which was published in May, is the second in a series of annual reports issued by the

Central Mortgage and Housing Corporation. Its purpose is to provide current factual information on the volume and conditions of real estate financing in Canada.

It is pointed out that "loans made on the security of real estate constitutes one of the largest and most widely used single sources of private finance in Canada . . . and may provide a profitable outlet for the investable funds of lending institutions and individuals."

The survey covers returns made by five groups of institutional lenders. These include life and fire insurance companies, trust and loan companies and fraternal societies, including mutual benefit societies and pension fund associations. Loans made on new and existing property; non-farm and farm real estate; residential and other property, are classified and grouped by provinces in the report.

Based on returns received from 118 of 159 companies active in the mortgage lending field, life insurance companies are credited with holding \$453,000,000, about 62 per cent of the total. Loan companies hold about \$173,000,000 or 24 per cent, followed by trust companies, with \$77,000,000, or ten per cent; fraternal societies with \$23,000,000, or three per cent; and five insurance companies with \$3,000,000, or less than half of one per cent. In terms of mortgage loans outstanding the 118 companies that made returns represent 94 per cent of the coverage and over 95 per cent in terms of loans made on real estate during the year.

An added feature of the 1948 survey was the inclusion of the real estate lending activities of incorporated credit unions. They held approximately \$65,000,000 in real estate loans at the beginning of 1948.

However, of the 2,528 credit unions in Canada 1,030 were located in Quebec, so that a corresponding proportion of their loans were concentrated in that province.

Foreign investments in Canada A bulletin issued by the Dominion Bureau of Statistics at the end of May, stated that "direct investments of United States capital in Canadian industries and other businesses controlled in the United States, showed a further large rise in 1948." Preliminary and incomplete returns received by DBS indicated a possible increase of \$156,000,000 over 1947 and of at least \$272,000,000 over 1946.

Total investments of United States capital in Canada in 1947 amounted to \$5,187,000,000. This amount includes in addition to manufacturing and business, government and municipal bonds as well as corporation stocks and bonds and miscellaneous investments.

The major portion of the increase during the year 1948 was in manufacturing. The probable total is now well over \$1,600,000,000.

Investments in Canada of all non-residents were estimated by DBS at \$7,175,000,000, in 1947. Of this amount, \$1,642,000,000 was from the United Kingdom and \$346,000,000 from other overseas countries.

Retirement of Mr. D. J. Sutherland Terminating 37 years of service in the Department of Labour, Mr. D. J. Sutherland retired last month.

Mr. Sutherland came to the Department from the organized labour movement, being a former member of the Order of Railroad Telegraphers.

Under the direction of the then Deputy Minister, Mr. F. A. Acland, his first duties consisted of the compilation of statistics pertaining to industrial disputes.

When the Wages Branch was formed he became one of the first wage analysts of the Department. In this work his surveys took him from coast to coast and he gained an expert knowledge of working agreements.

From 1932 to 1942 he was chief of the Labour Intelligence Branch and Circulation Manager of the *LABOUR GAZETTE*. In the former capacity he became an authority on labour organization in Canada and was the official representative of the Department at every major labour convention in the country. During his last seven years of service, he was attached to the Industrial Relations Division of the Department.

In addition to his official duties, Mr. Sutherland was active in the Civil Service Association of Ottawa.

In his retirement, he plans to keep in close touch with the Labour movement with which he was so prominently identified.

President Truman's Industrial Safety Conference

President Truman, disturbed by the industrial accident record of the United States, in March, 1948, instructed the Secretary of Labour, through the Bureau of Labour Standards, to call a conference of all groups interested in the promotion of industrial safety, with the object of developing a practical nationwide program for reducing accidents (L.G., 1948, p. 1212).

A preliminary meeting, which brought together several hundred representatives of management, organized labour, Federal and State governments, and national safety organizations, was held at Washington in September, for the purpose of developing the scope, procedure and working plans for a more comprehensive meeting to be held in March, 1949. Committees were appointed to conduct exhaustive studies of all phases of the industrial accident problem. These committees, the members of which served without remuneration of any kind, met during the winter months and prepared reports.

In March, 1949, a three-day conference of over a thousand delegates was convened in Washington. The President in opening the Conference declared: "Under the democratic way of life, we protect the values of human life and human happiness against exploitation by individuals or by the State. In our democracy an injury to one is the concern of all."

Secretary of Labour Tobin, after pointing out that industrial injuries in the United States included 19,000 persons killed annually and 90,000 permanent disabilities, stated that "safety, like freedom is everybody's business."

The reports of the various committees all stressed the point that accident prevention was the collective responsibility of all groups—labour, management and government.

An action report, adopted by the conference, calls for expansion and support of safety education in the nation's schools and colleges from the grades through the professional schools. It asks for enactment of basic State safety laws, providing for State consultative and advisory services to management and labour for safety promotion, and for adequate appropriations

for State labour department safety programs. The Federal Government is called upon to continue and to increase the safety services offered the States through the Bureau of Labour Standards and the Bureau of Labour Statistics. Insurance companies and various national, State, and local associations are asked to contribute leadership and practical experience to the huge task of reducing the annual accident toll.

The report asks that the President's Conference on Industrial Safety be made an annual event as a means of promoting a continuing program of safety. "Accident prevention not only saves lives, suffering, and economic loss—its by-products are better industrial relations, higher production efficiency, better citizenship."

AFL and CIO units agree to co-operate

Reputed to be the first agreement of its kind by units of the AFL and the CIO within the same industry, the Cigar Makers International (AFL) and the Food, Tobacco, Agricultural and Allied Workers Union (CIO) will co-operate in obtaining improved contracts with management in the machine cigar industry.

The New York *Trade Union Courier* states that the policies adopted include: (1) a pledge that neither union will "raid" the other; (2) that whenever either group begins organizing a plant the other will not interfere, except to give assistance in organization; (3) agreement to exchange contracts and other information helpful to workers in both unions; (4) the adoption of joint legislative programs with respect to overtime pay, hours of work, social security, pensions, and government legislation.

The two internationals are said to represent nearly 35,000 workers in the cigar industry in the United States. About 200 AFL and CIO delegates concluded the pact at a meeting in New York recently.

CIO executive counters Communist activities

Late in May the Executive Board of the Congress of Industrial Organizations at a meeting in Washington, took decisive steps to consolidate "right wing" control of the organization.

Reports in New York newspapers stated that the Board voted, among other things,

to break the then existing tie with the World Federation of Trade Unions, to forbid affiliates to join the WFTU and to authorize affiliation along with the American Federation of Labour in a new world labour group. It was also decided to demand the resignation of all Executive Board members who refuse to conform to CIO policy as set by a convention or by the Board itself.

This latter step was stated to be the most drastic yet taken by President Murray in his determination to protect the organization. The action was approved by practically a five to one majority following a lengthy discussion, and decided a problem that had been developing since the united front of the wartime period began to collapse following an alleged change in the Communist party line, in particular with respect to the Marshall plan.

The CIO's official paper has pointed out that the Board's action was based on sound trade union principles involving the question of whether a Board member, who violates general CIO policy, should be permitted to remain on the Board, and whether an individual union has the right to defy policies democratically determined by convention action.

Formation of Asian Federation of Labour

According to the India Information Service, the Preparatory Committee formed at the ILO Conference in San Francisco in June, 1948, met in Indore on May 8 and 9, for the purpose of organizing an Asian Federation of Labour.

The Trade Union Federations of the Philippines, Pakistan, Burma, Syria, Iran, China, Indonesia and Siam indicated their endorsement of the establishment of an Asian Federation of Labour.

It was reported that the Committee decided to continue its work at Geneva during the ILO conference there in June, 1949.

Besides considering a draft constitution, it was expected that the preparatory Committee would devise means for strengthening the working class movement in Asia, as well as discuss the formation of a new World Federation of Trade Unions.

SAFETY CONSCIOUSNESS IN INDUSTRY

Text of an address prepared under the direction of Dr. A. MacNamara, Deputy Minister of Labour, presented to the recent Conference on Industrial Safety held in Woodstock, under the auspices of the Ontario Industrial Accident Prevention Associations.

Accident consciousness is as old as the history of man as a thinking being. Mere untrained observation shows that almost every living thing has a desire to keep alive. In order to keep alive, all forms of life must first obtain means of subsistence and in seeking and obtaining those things necessary for even minimum subsistence there have always been elements acting against the achievement of this object. The earliest hunter must have realized at a very early date that he would have to so conduct himself that his quarry would not be likely to injure or kill him. The earliest fisherman can not have taken very long to learn that certain precautions were necessary if he was to survive to eat his fish. It seems quite certain that those human beings who were sufficiently intelligent to realize that fire could be of use to them, did not take long to realize that unless properly controlled, this same fire could have very unpleasant and even fatal effects. The fact that man has survived at all is evidence that he must have realized at a very early stage, that certain precautions must be taken against a great many eventualities.

In 1657 Newton set forth the principle that gravitation is the natural attraction of bodies of matter to the centre of the earth, but countless ages before that date man realized that unless he took care when climbing trees he might descend in a way which would be most injurious to his person. He may not have realized that a falling rock was being inevitably attracted to the centre of the earth but he didn't take long to realize that he had better get out of the way.

Civilization, as we know it, is a very complex subject the discussion of which in any comprehensive manner, would involve a great deal of controversy. I do not think however, that many people would disagree with the statement that the first step towards the attainment of any kind of civilization was a realization that the maintenance of life and the pursuit of any measure of liberty or happiness involved the overcoming of certain difficulties and guarding against unnecessary risks in the process.

As man came to live in organized communities he formulated various codes of laws setting forth certain principles upon which community life was to be based. The Book of Deuteronomy contains some of the rules of social conduct or laws of the Ancient Hebrews. In the 22nd Chapter of this Book you will find one of the earliest examples of a legal rule regarding safety "When thou buildest a new house, then thou shalt make a battlement for thy roof that thou bring not blood upon thy house if any man fall from thence".

We have seen that there has long been a realization that social and economic life was affected by accidents incidental to occupations or to life in a community, but it is only since the beginning of the industrial or machine age that there have been concerted movements to study means of protecting workers against occupational risks of accidents and disease. The concentration of large numbers of workers in factories and mines and the employment of machinery brought into being a number of new problems and made more evident the importance of some old ones. The accident and health problem of the worker was one of the latter.

Modern Safety Legislation

The realization of the importance of this problem in Great Britain is evidenced by the passing in 1802 of an Act aimed at the "preservation of the health and morals of apprentices and others employed in cotton mills and other factories"; the establishment of a Government factory inspectorate in Great Britain in 1833; the passing of an Act respecting the fencing of machinery, provision of other safeguards and the reporting of accidents in 1844; and the passing of an Act respecting mining in 1872.

Legislation along similar lines was enacted in Belgium in 1810 and in Denmark in 1832. The Industrial Code of the North German Federation was issued in 1869.

In the United States, Massachusetts, in the year 1877, was the first State to pass an Act for the prevention of accidents in factories. Pennsylvania initiated mining

safety legislation in the United States by passing an Act dealing with the ventilation of mines in 1869.

In Canada (as in the United States) we have, as you know, a Federal type of government with a definite allocation of the different fields of legislation between the Dominion and provincial governments. Questions relating to factory regulation come under that Section of the British North America Act dealing with "property and civil rights," which is assigned to the provinces for legislative action.

Factory Acts were passed in Ontario in 1884, in Quebec in 1885 and in Manitoba in 1900. The aims of the framers of these three Acts were substantially the same. The preamble of the Ontario Act, opens by reciting that:

Whereas special provision should be made for the safety, health and well being of operatives, employed in and about the factories and like places in Ontario.

The Quebec Act begins:

Whereas it is desirable to make provision for the life and health of persons employed in the factories of the Province of Quebec

The Manitoba Act is declared to be:

An Act for the protection of persons employed in factories. . . .

All three Acts agreed in bringing within the scope of their provisions manufacturing establishments or workshops in which steam or other mechanical power is used to work machinery and in giving the respective Lieutenant-Governors in Council considerable power in the matter of determining the application of the Acts.

Growth of Safety Consciousness

Some of the clauses of these Acts dealt with such matters as the employment of women and children; the provision of proper sanitation; ventilation for the purpose of rendering harmless, "so far as is reasonably practical", gas, vapours, dust or other impurities generated in the course of the manufacturing process; the number of workers who may be employed in a given space; the guarding of dangerous places; protective measures to be taken in case of fire; the general duties of employers; the appointment and duties of factory inspectors; and the procedures to be followed in cases where infringements of the Act occur.

The legislation provided for periodical inspection of boilers. There were special provisions in regard to the installation and operation of elevators and lifts. It was forbidden to clean machinery other than steam engines, while the machinery was in

operation. Dangerous spots which must be provided with guards included machinery, mill gearing, vats, pans, caldrons, reservoirs, wheel races, flumes, water channels, doors, openings in floors and walls and bridges.

In those provinces which did not have Factory Acts, many of the same details regarding necessary safeguards were included in other Acts.

Provisions in regard to the safety and health of workers in stores and shops were contained in the Ontario and Manitoba Acts "to regulate the closing of shops and hours of labour therein of children and young persons." Both these Acts were passed in 1888.

Mining, an industry with risks peculiar to it, had legislative provisions in regard to safety at an early date.

Department of Labour Promotes Industrial Safety

As an employee of the Labour Department, it is of particular interest to me, to note that the Labour Department was formed under authority of the Conciliation Act of 1900 which followed closely upon the report of Mr. W. L. Mackenzie King on the "sweating system" as it affected workers on government contracts. Mr. King's report dealt with, among other things, the sometimes unsanitary conditions which accompanied the sweating system and the health problems arising as a result of these conditions. The *LABOUR GAZETTE* began publication in September, 1900 and a perusal of its early volumes shows the great interest taken in factory legislation as well as the study which was given to legal cases arising as a result of accidents.

As stated previously legislation regarding safety measures in factories in Canada is within the purview of the provinces. Nevertheless the Federal Labour Department does take considerable interest in safety problems.

The collection and publication in the *LABOUR GAZETTE*, of statistics on industrial fatalities has been carried out since 1903. Summaries of information published by Workmen's Compensation Boards are also carried in the *LABOUR GAZETTE*. The Research and Statistics Branch of the Department is at the present time reviewing the information on accidents available from provincial and federal agencies. It is hoped, following this review, to develop plans to secure regular information on a more uniform basis and to expand the coverage where desirable. More research work on the causes and effects of accidents is also being planned. The first step in the scientific treatment of any problem is

to collect as much information as possible on the extent and characteristics of that problem. Diagnosis must precede remedial treatment and in most cases the more complete the diagnosis, the greater will be the efficacy of the subsequent treatment. It is hoped that as the information on accidents is enlarged and improved there will be a resultant increase in the quantity and quality of the research work done on accident prevention by private as well as by governmental agencies.

The Labour Legislation Branch of the Department studies and keeps track of all legislation regarding workmen's compensation and factory safety measures. It also studies the cases arising as a result of such legislation. The Industrial Relations Branch of the Department is, of course, vitally interested in the safety problems of industry, since disputes, actual or threatened, between employers and employees not infrequently are influenced by safety and health factors. The Labour-Management Co-operation Section of the Industrial Relations Branch is particularly interested in industrial safety plans since accident prevention is a field in which joint action by employer and employee is absolutely essential for optimum results.

During the recent war the Department of Labour was charged with the overall supervision and conservation of manpower in Canada and in this work accident prevention played an important part.

The Information Division of the Department has assisted various agencies in the preparation and distribution of safety propaganda. In co-operation with the National Film Board the Information Division has produced a series of motion pictures the latest of which, dealing with work clothing and its relation to safety is to be shown to the present convention. Other pictures in the series have dealt with the organization of safety committees, safe working of machines, safe handling of materials and the avoidance of falls of persons. These pictures have been shown with very satisfactory results to many groups of factory workers and executives not only in Canada but in countries as far away as New Zealand and South Africa. It is indicative of the excellence of their preparation and content that requests have been received for their exhibition in several commercial theatres in the United States as well as in Canada. Dialogues and subtitles for these pictures have been prepared in both the official Canadian languages and it is interesting to note that prints have been purchased by interested agencies in South America which have arranged for the inclusion of Spanish dialogue.

The Department of Labour serves in a liaison capacity between the Federal Government and the International Labour Office and at the same time keeps in touch with the provinces regarding ILO matters in which they have an interest.

Workmen's Compensation for Accidents

Before going into the work of the ILO in connection with safety measures in industry, something should be said in regard to the development of workmen's compensation legislation and in regard to the formation of accident prevention associations in Canada. It is realized that many in this audience are already familiar with a large number of these matters, but in order that we may round out our survey of the growth of accident consciousness in Canada, we would ask their indulgence while we deal with them briefly.

In all the Canadian provinces there are statutes providing that in any industry to which these statutes or the main parts of them apply, compensation shall be paid for personal injury to workmen by accidents arising out of and in the course of employment or by those occupational diseases specified in the Acts except where the workman concerned is disabled for less than a stated number of days or where the injury is attributable to serious and wilful misconduct and does not result in death or serious disablement.

To insure that compensation shall be paid, the various Acts provide for accident funds administered by provincial boards to which employers are required to contribute. The right to compensation is not affected by the employer's neglect or refusal to furnish information or to pay his assessment or by his insolvency. A workman in an industry to which these provisions apply has no right of action against his employer for injury in the course of employment.

This state system of workmen's compensation is one of collective liability on the part of the employer.

The Ontario Workmen's Compensation Act, upon which the Workmen's Compensation Acts of the other Canadian provinces have been modelled, was passed in March, 1914 and became operative on January 1, 1915.

In 1910, Sir William Ralph Meredith, Chief Justice of Ontario had been appointed by the Ontario Government to make enquiries "as to the laws relating to the liability of employers to make compensation to their employees for injuries received in the course of their employment

which are in force in other countries, and as to how far such laws are found to work satisfactorily." He presented his final report in October, 1913.

The Act, passed in 1914, was an entire departure from the legislation which had previously been in force in Ontario. The former Act had followed the lines of the British Employers' Liability Act of 1880.

Up to the passing of that Act, workmen in England had had to rely for compensation for injuries upon the common law, which provided for compensation only in the case of personal negligence on the part of an employer. Under the common law of England it was held that a servant when he was engaged to serve a master, undertook as between himself and his master, to run all the ordinary risks of the service, including the risks of negligence on the part of a fellow servant, and this principle, under the name of "the Doctrine of Common Employment", became established and stood for many years in the path of efforts on the part of the workmen and others to secure adequate compensation for injuries. The history of the attempt to improve, in the interest of the workmen, this common law situation, is the history of the movement for "employers' liability" or "workmen's compensation" legislation.

The British Act of 1880, upon which, as we have stated, the old Ontario law was largely based, while it did not entirely abolish the doctrine of common employment, secured its practical abolition in a number of special cases, namely, where the injury was due to any defect in plant or machinery for which the employer or some person in his service was responsible; the neglect of any person engaged in superintendence; the neglect of any person whose orders the workmen were bound to obey when the injury took place; the act of any fellow servant done in obedience to any improper or defective rule or instruction of the employer or delegate; and the negligence of any signalmen in charge of a locomotive.

The 1914 Act of the Ontario Legislature was a complete reversal of the principle embodied in the old measure, in that, in the new measure, the employer was presumed to be liable in all cases of injury in occupations to which the Act applied, the only exception being in cases where the accident did not disable the workman for a period of at least seven days or in cases where the accident was attributable solely to the serious and wilful misconduct of the workman and even in this latter event, where the injury resulted in serious disablement or death, the workman or his heirs were entitled to compensation.

The Workmen's Compensation Acts provide for the appointment of administrative Boards by the Lieutenant-Governors of the respective provinces whose services are paid for out of the Accident Funds set up from the sums levied against the employers.

No employer can deduct either directly or indirectly any sum from the wages of any of his workers for the purpose of indemnifying himself against liabilities incurred under the Act.

The Acts provide for the payment of compensation to persons injured, pensions to the dependents of workers killed or who died as the result of diseases contracted in the course of their work and also for the payment of medical charges resulting from industrial accidents and disease.

The industries covered vary in some provinces but most workers are covered with the exception of farm labourers, domestic servants and employees of very small concerns. The various Acts should, of course, be consulted to ascertain the exact coverage, in any given province.

The Ontario Act and many of the Acts of the other provinces provide for the formation of associations for accident prevention by the employers in various classes of industries. Where the Board considers the associations so formed sufficiently represent the employers in the industries included in the class, the Board may approve rules made by these associations for the prevention of accidents. These associations may appoint inspectors and the Board may, if it deems proper, help defray the costs incurred by the associations. In 1942 it was reported that practically all of the twenty-four classes of industry scheduled in the Ontario Act had set up accident prevention associations.

Ontario Safety League

The Ontario Safety League was formed in 1914 one year before the Ontario Workmen's Compensation Act came into effect. At first the work of that body dealt almost entirely with public safety, that is, instruction of the children in the schools and an effort to control accidents on the streets and highways. In 1919 Mr. Tom Moore, then President of the Trades and Labour Congress of Canada stated in an address to the Ontario Safety League that the League's propaganda was in complete harmony with the goal of labour as to the conservation of the human factor in industry.

There are now safety organizations in practically every industry and every geographical division of Canada.

The work of these organizations includes special advice to factory operators, study for the improvement of safety legislation if and when such improvement seems necessary and the preparation and distribution of literature and other material for the promotion of safety consciousness.

As previously stated the direct legislative control of safety measures is given by the British North America Act to the provinces. There are a few exceptions to this rule as for example, in the regulation of certain phases of the railway and shipping industries.

All questions which involve the negotiation of treaties with other countries come within the purview of the Dominion Government and as a result of this fact, the Federal Department of Labour is the officially designated liaison agency between the Canadian Government and the International Labour Office.

ILO Encourages Industrial Safety

The ILO was established as an autonomous associate of the League of Nations under the terms of the Treaties of Peace of 1919. It is an intergovernmental agency, financed by contribution from its member states. The wording of the Treaty is significant in that it emphasizes the humanitarian approach to labour problems, including the accident prevention aspect of these problems. It reads in part:—

The high contracting parties, recognizing that the well being physical, moral and intellectual of industrial wage-earners is of supreme international importance, have framed a permanent machinery associated with that of the League of Nations, to further this great end . . . holding as they do that Labour must not be regarded merely as an article of commerce, they think that there are methods and principles for the ratification of labour conditions, which all industrial communities should endeavour to apply so far as their special circumstances will permit.

The Treaty then cites a number of principles which the contracting parties considered to be of "special and urgent importance". The ninth of the principles listed reads:—

each state should make provision for a system of inspection in which women should take part, in order to ensure the enforcement of the laws and regulations for the protection of the employed.

By an agreement signed on December 14, 1946, the ILO was brought into official relationship with the United Nations, although it retained its identity as a separate organization.

Meeting in May, 1944, shortly after the formation of United Nations Organization

the ILO reaffirmed as its policy, the furtherance "among the nations of the world of programs which will achieve" and there then follows a list of these programs the seventh of which was: "adequate protection for the life and health of workers in all occupations."

From the first the International Labour Organization has interested itself in safety measures. Among the matters dealt with at the first meeting were five items bearing upon safety and health in industry. These were: (1) the employment of women in unhealthy processes; (2) the employment of children in unhealthy processes; (3) the prevention of anthrax infection; (4) the extension and application of the International Convention adopted at Berne in 1906 for the Prohibition of White Phosphorous in the Manufacture of Matches; and (5) the establishment of government health services.

The Industrial Safety Section of the International Labour Office was set up in 1921. Its function is to be prepared to serve all industries in all countries, to handle all accident problems and to be familiar with all means and machinery of accident prevention.

In the performance of this task various methods have been applied—the preparation of international regulations in the form of Conventions, Recommendations and Model Codes of Safety Regulations, such as those for docks, building operations, coal mines and factories; the publication of technical handbooks on dangerous machinery, substances and operations, such as power presses, acetylene, celluloid, lifts and dock work; the dissemination of safety information of all kinds as in the Section's quarterly publication, *Industrial Safety Survey*; special research at the request of Governments, safety associations, trade unions, etc.; liaison with safety associations all over the world; assistance to Governments in drafting safety regulations, etc.

The internal machinery of the International Labour Organization for dealing with these various aspects of its industrial safety work is made up of the Industrial Safety Section of the Office, expert advisory committees, tripartite technical conferences and the International Labour Conference.

ILO Committee of Safety Experts

To assist the Office in the preparation of the safety handbooks, the Governing Body in 1925 appointed an International Committee of Safety Experts. This Committee, originally a subcommittee of the Correspondence Committee on Industrial Hygiene, latter became the Correspondence

Committee on Accident Prevention. In the course of time the functions of the Committee were broadened and it was entrusted with the drafting of model codes of safety regulations. It may also be consulted on points raised by the industrial committees of the International Labour Organization. This Committee now consists of twenty-nine members drawn from nineteen countries. All the members are safety experts in their own countries and together they constitute what is probably the most qualified body of safety authorities in the world. Apart from their technical services the members of the Committee have proved invaluable both in a liaison capacity and as authoritative sources of information. Canada has been represented on this committee by Mr. R. B. Morley, General Manager of Industrial Accident Prevention Associations of Ontario and Colonel Arthur Gaboury of the Quebec Association for the Prevention of Industrial Accidents.

The tripartite technical conferences are international conferences representative of governments, employers' organizations and workers organizations, usually experts, convened by the Governing Body of the International Labour Office for the discussion of matters of a technical nature with the object of securing international agreement. The most recent of these conferences was held in Geneva last September. It dealt with safety provisions in factories and considered a new and comprehensive safety code for factory workers. The Canadian delegation at this conference consisted of Dr. Bertrand Bellemare, of the Quebec Department of Labour, Mr. R. B. Morley of the Industrial Accident Prevention Associations of Toronto, and Mr. Chester Jordan, of the International Brotherhood of Paper Makers of Quebec, representing the government, the employers and the employees.

The Industrial Safety Section of the International Labour Office has been in existence for nearly twenty-eight years.

Despite the fact that its activities were crippled for a period of six years by the war, it has accomplished a vast amount of work in improving the quality of safety measures throughout the world. The January, 1949 issue of the *International Labour Review* contains an article of over thirty pages outlining some of its accomplishments and plans. Time does not permit of a summary of these activities but this article should be read by all interested in safety work.

The foregoing remarks have dealt very briefly with the growth of safety consciousness, the legislative steps taken by the Federal and Provincial Governments for the furtherance of safety and compensation and international co-operation in safety work.

At times some stress has been laid upon the separation of authority. Such separation of authority is necessary in dealing with legislation. It cannot be stressed too much, however, that in safety work there may be separation of tasks and authority, but there can be no separation of responsibility. All members of a community, be it industrial, local, provincial, national or international, have a part to play in the observance of those rules which will assure not only their own safety but that of their fellow workers. An uncontrolled industrial hazard may well be similar in its effect to the action of a pebble thrown in a large pool of water.

Many of this audience will no doubt have read in a recent number of *Time Magazine* of a very successful lumberman whose slogan for success, seems to me to be an excellent one for those engaged in safety work. It should apply to all members of an industry or community and should govern all stages of safety work, beyond that most important stage in which the individual is responsible for his own safety. The successful man's slogan was "Analyze, organize, deputize and supervise."

TRADES AND LABOUR CONGRESS SUSPENDS SEAMEN'S UNION

Climaxing a long series of events which threatened to split a large segment of the trade union movement of this country, the Canadian Seamen's Union was suspended from its affiliation with the Trades and Labour Congress of Canada.

For "violation of the letter and spirit of the constitution of the Trades and Labour Congress of Canada," the Executive Council of that body suspended from affiliation the Canadian Seamen's Union, effective June 3, 1949.

This action culminates a sequence of events that had its genesis in the Hamilton (1947) convention of the TLC and was again prominent at the Victoria convention last year.

Directly related to the Canadian Seamen's Union imbroglio were the following major developments:—

(1) The resignation, on March 14, 1947, of Mr. J. A. (Pat) Sullivan, self-admitted Communist, president of the CSU who dramatically renounced his former Communist affiliations and charged the CSU with being a "Communist controlled" organization.

(2) The organization by Mr. Sullivan of a partially rival body known as the Canadian Lake Seamen's Union.

(3) The merger, on September 1, 1948, of the Canadian Lake Seamen's Union with the Canadian District of the Seafarers' International Union (the merger was announced by Mr. Frank Hall, Vice-President of the Brotherhood of Railway and Steamship Clerks. This merger was an aftermath of a meeting of dissident representatives of a number of international unions who were dissatisfied with TLC policy in regard to Communists).

(4) The suspension, on September 11, 1948, of Mr. Frank Hall and the Brotherhood of Railway and Steamship Clerks by the Executive Council of the TLC, the former for "rendering assistance to a dual organization," and the latter "for not repudiating this action of its vice-president."

(5) The decisions of the annual convention of the TLC at Victoria in October, 1948, the first of which upheld the Executive's action in the suspensions

and the second of which reinstated the Brotherhood and censored Mr. F. H. Hall for "unwarranted activities detrimental to the Canadian Seamen's Union" (L.G., Dec., 1948, pp. 1368-1370).

(6) The formation, on December 2, of an anti-Communist group of representatives of 32 international unions affiliated with the Trades and Labour Congress (L.G., Jan., 1949, p. 7).

(7) The Joint meeting in February, 1949, of members of the Executive Councils of the American Federation of Labour and the Trades and Labour Congress of Canada relative to the situation (L.G., Feb., 1949, pp. 243-244).

In a five-page statement on the suspension of the Canadian Seamen's Union, the Executive Council of the Trades and Labour Congress, has given a complete report on a crisis that has been developing for two years within Canada's oldest trade union organization.

The report recapitulates all the background events of the struggle—how the Congress supported the CSU "in its strike against hostile and unscrupulous Great Lakes Shipping operations"; how it continued "to render all reasonable assistance" to the CSU.

"However, it must be emphasized that while the Executive of this Congress has fully recognized its responsibilities to the Canadian Seamen's Union, and has rendered all reasonable assistance within the limits of its ability and authority, the Canadian Seamen's Union on the other hand, has failed in many respects to recognize and accept its responsibilities to the Congress and its affiliated unions.

"The Executive Council takes the position that any organization, having once received the endorsement of the Convention of the Congress, has not necessarily thereby received a mandate of endorsement of future decisions and actions particularly when such decisions are taken

contrary to Congress policies and such actions create unnecessary and embarrassing difficulties for other affiliated organizations tending to impede their ability to carry out contractual obligations and agreements."

The report then pointed out how the Executive of the Congress advised the CSU to accept the unanimous award of a Conciliation Board under the circumstances prevailing, and had emphasized that a strike (which the CSU was planning to call on deep sea shipping) would not be in the interests of the members of the Union.

"However," continues the *TLC News*, "the Canadian Seamen's Union decided to call a strike on ships operating off the Atlantic Coast."

The subsequent developments are given in *TLC News* as follows:—

Since then the situation has steadily deteriorated, and has been broadened to the extent that it has interfered with the welfare of workers in other affiliated unions. Picket lines that were ostensibly established to deter the filling of the jobs of seamen on strike soon were extended with the effect of preventing members of other affiliated unions from the performance of their usual work and the fulfilling of their agreements. This has, in turn, brought about situations that can neither be continued nor condoned.

Internal dissensions within the Trades and Labour Congress of Canada as a result have developed to the extent that fourteen affiliated international unions have taken the stand that they will not continue in affiliation as long as the Canadian Seamen's Union remains affiliated. This has had the very careful consideration of the Executive Council.

The Executive gave careful thought to the improper positions in which a number of Federations of Labour and Waterfront Unions in other countries have been placed by this strike. This includes workers' organizations in Britain, Australia, New Zealand, South Africa and other countries. It is, of course, true that these organizations have given extensive moral and financial support to the Canadian Seamen's Union during the strike. But from letters received they are experiencing increasing difficulty as time goes on, and expressing concern as to the strike's duration.

The Executive Council also considered the scurrilous literature being issued by the Canadian Seamen's Union vilifying tried and trusted trade union members who had supported them and their cause, but who had been unable to agree with unwarranted acts of violence committed in their own cities and districts. This is exemplified in a news sheet issued by Branch 6, Canadian Seamen's Union, Saint John, N.B., in which four affiliated members were designated as dirty scabs, etc.

On many occasions, when Executive Officers of the Congress had arranged interviews with responsible authorities with a view to assisting the cause of the members of the Canadian Seamen's Union, the very people with whom the interviews had been arranged were subjected to types of abuse more than sufficient to make amicable and effective consideration of the matters in issue impossible.

When the Executive Council established the Committee of three, including President Percy R. Bengough and Vice-Presidents William Jenoves and Carl Berg, to investigate, adjudicate and render a decision on the whole question of the relationships between the Canadian Seamen's Union, the Seafarers' International Union and the Trades and Labour Congress of Canada, the Executive of the Canadian Seamen's Union asked to appear before the Committee. This request was granted and seven members of the Union Executive including Messrs. Harry Davis, T. G. McManus, Dewar Ferguson and Conrad Sauras met with the Committee on May 31.

During this meeting the matters referred to in the preceding paragraphs were placed before the Canadian Seamen's Union Executive.

The Committee fully explained to the Executive of the Canadian Seamen's Union how the Executive of the Trades and Labour Congress of Canada had done all that could have been done to protect the rights of Canadian seamen to have a union and representatives of their own choice. However, it was also pointed out that the Executive Council was not prepared to allow the situation to be the continuing cause of rifts within the affiliated membership of the Congress.

The Committee pointed out to the executive of the Union that in the opinion of the Executive Council it would be in the best interests of the membership of the Canadian Seamen's Union if some of the Executive of the Union would resign from office in the Union. This they were not prepared to do. What might be the decision of the Executive Council having regard for the maintenance of sound fraternal relations with the Congress, and what this could involve for the Canadian Seamen's Union, was then intimated to the Executive of the Union.

Following an adjournment for lunch, the Executive of the Union reported to the Committee its unanimous decision to call off the strike. In doing so they mentioned the increasing difficulties they were experiencing in carrying on the strike, especially in foreign ports. They stressed the serious plight of their membership on struck ships in these places in that they were in conflict with certain sections of the Canada Shipping Act, and could be subject to prosecution under the Act on their return to home ports.

There being many hundreds of seamen thus affected it presents a very serious problem, and one that the elapse of time not only fails to improve but also aggravates. The Union officers claimed to the Executive Committee that this matter was its gravest concern; the Executive Committee agreed that the position of the strikers in foreign ports was very serious.

The Union representatives requested assistance on this matter, and the Executive Committee agreed to do all that was possible to obtain a satisfactory adjustment. The following day the Congress was in touch with the appropriate authorities. The results of these consultations were fully satisfactory, and this information was conveyed to the officers of the Canadian Seamen's Union.

However, while the Executive of the Canadian Seamen's Union had been unanimous and emphatic in its determination to call off the strike when it met with the Executive Committee, within a day of that meeting it had become as unanimous in its determination to pursue another line of procedure.

The Executive Committee was first advised of this by telephone when a press release by the President of the Union was read in which the decision of the Union to continue the strike was contained. The following day this was confirmed by telegram from the Union.

After rendering all possible assistance to the Canadian Seamen's Union both prior to and since the beginning of the East Coast shipping strike, the Executive Council of the Trades and Labour Congress of Canada, following full and careful consideration of all the issues involved, are unanimously of the opinion that the continuation of the present strike can result only in the placing of this Congress and its affiliated unions in further embarrassing and untenable positions unquestionably not in the best interests of this or any other *bona fide* trade union movement. The Executive Council has decided that the name of the Congress shall no longer be associated with that of the Canadian Seamen's Union while the Union has its present leadership.

For the many reasons stated above, and with the authority vested in them, the Executive Council are unanimous in the opinion that the Canadian Seamen's Union by its actions has violated both the spirit and the letter of the Constitution of the Trades and Labour Congress of Canada, and the Canadian Seamen's Union therefore

stands suspended from the Trades and Labour Congress of Canada as from this third day of June, 1949.

In suspending the Canadian Seamen's Union the Executive Council does not wish it to be understood that the way is automatically open for acceptance into affiliation of the Seafarers' International Union. The Committee has reviewed with thoroughness the circumstances under which the Seafarers' International Union intruded into this strike, their willingness and readiness to man the ships of the men on strike with inexperienced crews, with the full support of the struck Companies, to say nothing of the questionable methods used. Such methods, have no place in the labour movement as understood in Canada. The Executive Council under existing circumstances could not recommend the Seafarers' International Union for affiliation into the Trades and Labour Congress of Canada.

(Sgd.) PERCY R. BENGOUGH,
President.

CARL E. BERG,
Vice-President.

WILLIAM JENOVES,
Vice-President.

On behalf of the Executive
Council of the Trades and
Labour Congress of Canada.

ORGANIZED MOVEMENTS OF SEASONAL WORKERS IN AGRICULTURE

The Dominion-Provincial Farm Labour Committees across the country reported a successful program during the 1948 season. Farm labour requirements for the harvesting of special crops were met through 15 organized national and international movements in which approximately 16,000 persons took part. A similar program is being conducted during the present season.

The present program of organized movements of agricultural workers for the harvesting of special crops in Canada is the product of many years' experience in meeting peak farm labour needs. As early as 1896, the railways were sponsoring a movement of grain harvesters from Eastern Canada to the Prairie Provinces and, at about the same time, an annual trek of maple sugar workers from Quebec to Maine and Vermont was taking place. It is interesting to note that these represent the two types of movements which have grown in size and number since that time; the one, organized on a national pattern with workers moved from one district in Canada to another, and the other, on an international pattern with an interchange of farm labour between the United States and Canada.

The drifting of maple sugar workers to the United States began, and has continued to take place, with little formal direction. The western harvest movement, however, was fully organized almost from its inception. In the early years of this century, land was both cheap and plentiful in the West and settlers were intent on bringing as much of it as possible under cultivation. Transient and immigrant help proved adequate for the first few years; then outside help in large numbers during harvesting operations became a necessity. The situation was acute due to the brevity of the harvest season, the absence of other industries for off-seasonal work, and the great distance between the worker and the job. Two general policies have been followed: the railway policy, which covers the period from 1896 to 1919, including the special war-time measures; and the governmental policy, which started in 1920 and has continued with a few changes, down to the present.

Railways Encourage Movement of Farm Workers

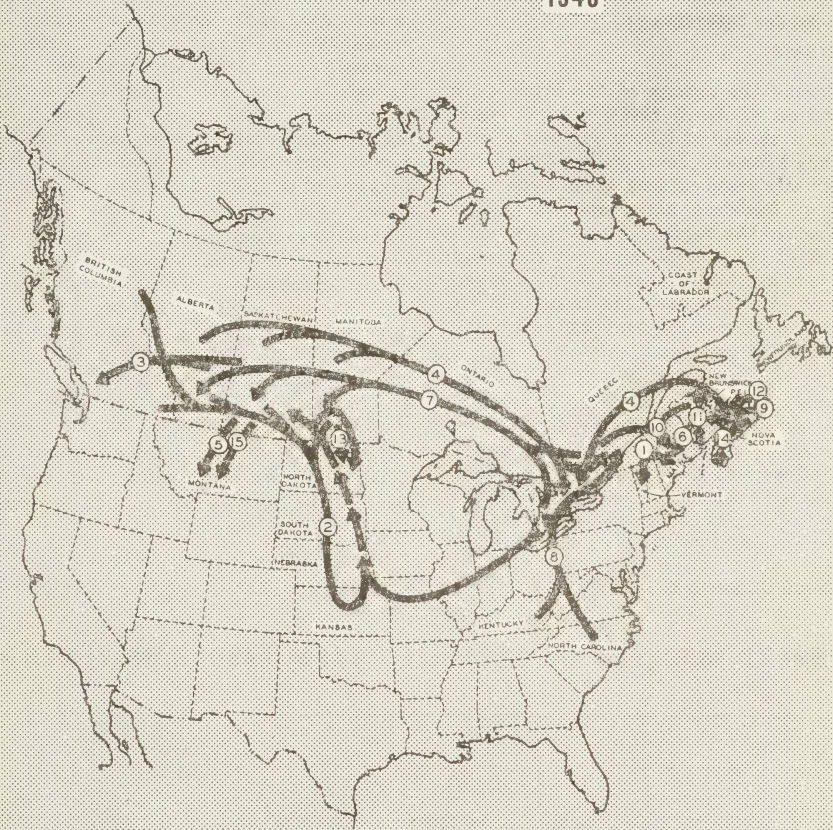
Since the railway was the connecting link between the source of workers and the work to be done and since agricultural progress would mean more rail business, the existing railway companies undertook the task of organization. Through agents, through general advertisements in local papers and posters, and through reduced transportation rates, men were encouraged to "go West". This method of recruitment was not completely satisfactory since farmers in some localities overestimated their requirements and there was frequently some time loss to the harvester before he was located in employment. Prior to World War I, the governments of the three Prairie provinces made some attempt to regulate the flow of workers and sent representatives to meet the excursion trains. These activities were the earliest instances of active governmental interest in organized farm labour movements.

In 1920, the governments of the Prairie provinces, operating through the Employment Service of Canada, took the initiative in the plan, and the railways were given the responsibility for obtaining most of the necessary workers and providing transportation for them. This practice continued until the depression years of the Thirties when, because of a greater supply of local labour, the increased mechanization of farm operations, and the decreased selling price of farm produce, activity in this field was suspended.

By 1942, the effect of the withdrawal of young men into the armed services and into war industries was being felt and the practice of organized movements was revived in order to utilize more fully all available labour. Under the authority of the War Measures Act, the Agricultural Division of National Selective Service

ORGANIZED MOVEMENTS OF FARM WORKERS

1948



- 1 MAPLE SUGAR WORKERS
TO MAINE AND VERMONT, U.S.A.
- 2 COMBINE HARVESTERS
- 3 FRUIT PICKERS TO B.C.
- 4 HAYMAKERS TO ONTARIO
- 5 SUGAR BEET BLOCKERS
TO MONTANA, U.S.A.
- 6 PEA HARVESTERS
TO MAINE, U.S.A.
- 7 HARVESTERS TO THE PRAIRIES
- 8 TOBACCO HARVESTERS
TO ONTARIO AND QUEBEC

- 9 HAYMAKERS TO P.E.I.
- 10 POTATO PICKERS
TO MAINE, U.S.A.
- 11 POTATO PICKERS
WITHIN NEW BRUNSWICK
- 12 POTATO PICKERS
TO P.E.I.
- 13 POTATO PICKERS
TO NORTH DAKOTA, U.S.A.
- 14 APPLE PICKERS
TO THE ANNAPOLIS VALLEY
- 15 SUGAR BEET HARVESTERS
TO MONTANA, U.S.A.

initiated the Dominion-Provincial Farm Labour Program to direct the movement of farm workers to points where help was most needed. The railways again supplied reduced rates of transportation and, apart from a small payment by the worker, the federal and provincial governments paid the balance of the expenses incurred. Until 1947, the federal Department of Labour paid the inter-provincial expenses and shared with the Provincial Departments of Agriculture the intra-provincial expenses.

Trans-border Interchange of Workers

Following the signing of the Hyde Park Declaration of April, 1941¹, a more systematic interchange of labour was begun with the United States. Immigration formalities were greatly reduced and other steps were taken to facilitate rapid seasonal movements across the border. The arrangements for each of the several movements of both men and machinery have been renewed annually. In each case, the transportation expenses were usually paid by either the operator or the worker.

At the end of World War II, it was still of primary importance that the production of agricultural products be kept at a high level and the practice of organized movements of workers has been continued on a year-to-year basis up to the present. Much of the responsibility for these movements has been assumed by the National Employ-

ment Service and the provincial Departments of Agriculture working through the Dominion-Provincial Farm Labour Committee of each province. Except in special cases, the farm worker has paid a nominal sum towards transportation, the railways have offered reduced fares and the balance of expenses incurred has been shared equally by the federal government and the government of the province being serviced.

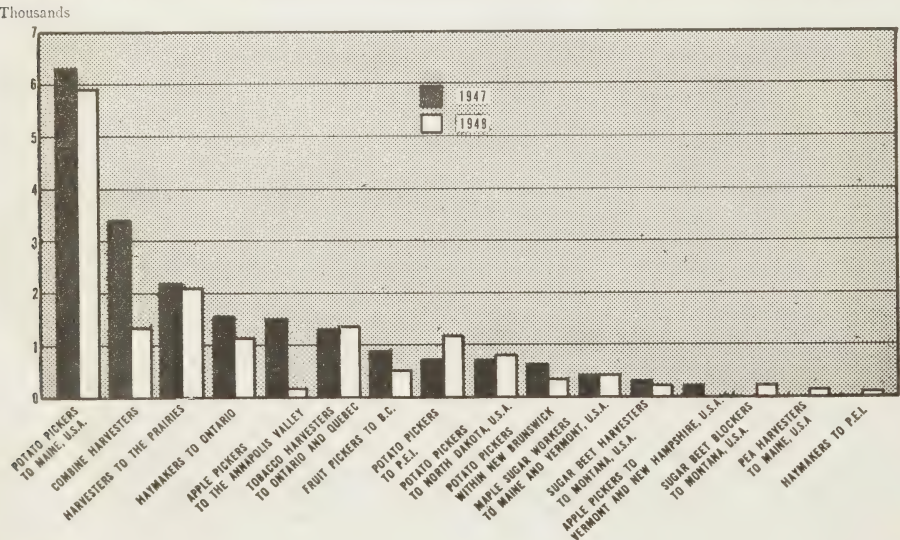
Since the end of the war, the number of movements of workers for handling special crops has tended to increase; this is an indication of the growing acceptance and popularity of this means of meeting seasonal labour needs. Care has been taken, through the National Employment Service, to explore all local sources of labour before any outside workers were moved into a district, and thus the movement has been a means of supplementing the local labour force.

These organized farm labour movements were again of vital importance in providing an adequate labour force for the 1948 harvest season. Fifteen individual movements took place, involving approximately 16,000 persons; eight of these, covering 9,000 workers, followed the international pattern. In 1947, there was a total of 13 movements with 20,000 persons participating; 12,000 persons crossed the border under six organized movements and this resulted in the acquisition of thousands of American dollars.

Since plans are under way for 1949, it will be of interest to discuss briefly each

¹ LABOUR GAZETTE, December, 1947, p. 1760.

WORKERS INVOLVED IN ORGANIZED FARM LABOUR MOVEMENTS



of the movements which took place during 1948 and the outlook for the coming months in so far as it can be foreseen at this time.

Maple Sugar Workers to U.S.A.

The first movement in the 1948 season was that of 400 maple sugar workers to Maine and Vermont, U.S.A. This number has varied very little from year to year. The workers were mostly farmers from the southern part of Quebec who crossed the border late in March or early in April, either to go to their own sugar bushes in the United States or to work as helpers at locations that they have visited annually for many years. The Dominion-Provincial Farm Labour Committee in Quebec, in co-operation with the National Employment Service, arranges the necessary documentation. Transportation arrangements are made between the workers and the operators of the sugar bushes. The period of work varies from one to two months.

Combine Harvesters to U.S.A.

Each year since 1942, provision has been made for combine harvesting outfits and crews from the Prairie provinces to move across the border into the Mid-Western and Southern states for the grain harvest, followed by a reciprocal movement of United States outfits for the Canadian harvest. In 1942 and 1943, only a limited number of Canadian units participated; in 1945, 1946 and 1947, Canadian crews participating in this movement numbered 165, 460, and 1,150 respectively.

The grain crop in the United States was again a large one in 1948. Small crops in Texas and Oklahoma, however, and a greater supply of local equipment had substantially reduced the requirements for Canadian combines and workers. In all, some 441 combines and approximately 1,350 men were cleared at the United States border, although because of the good financial returns from the 1947 and earlier seasons, western farmers were prepared to go across the border in even greater numbers than they had the previous year.

As in 1947, the excess number of applications for border-crossing necessitated the allocation of permits to the provinces on a basis proportionate to their participation in the movement in the previous year. Worked out on this basis, 232 went from Saskatchewan, 110 from Alberta, 94 from Manitoba, 3 from Ontario and 2 from British Columbia. The workers who made the trip found the conditions of work satisfactory and the earnings high, although the harvesting season was shorter for many

than during the previous summer. More American dollars were earned by this movement than by any other.

Some United States combine operators and crews again followed the harvest into Canada but their number was small.

In the fall, when the harvest was completed, 15 combine units from Manitoba crossed the border into North Dakota for the threshing of sunflowers.

Fruit Pickers to British Columbia

The movement of workers to the fruit areas, mostly in the Fraser River Valley of British Columbia, began during World War II. Since that time, the need has persisted for additional outside workers to help harvest strawberries, raspberries, cherries and other small fruits. The migration has been confined to women workers from points in Alberta and Saskatchewan and many of these were housed in supervised camps with housekeeping accommodation. Some of them have usually finished out the season by taking jobs in the seasonally active tomato canning industry.

There was some confusion in connection with fruit pickers in the 1948 season as a result of the June floods in many areas of southern British Columbia. The unusual weather in the early spring, however, caused the fruit to ripen rapidly. The resultant urgent request for workers was difficult to fill since many who had made the trip in former years had, by this time, accepted other summer employment. A further delay in securing the needed fruit pickers was caused by the washouts along some railway lines, which not only necessitated the re-routing of many workers but also the canvassing of different areas than in previous years.

In June, 1948, some 500 workers were despatched; the same number was recruited in 1947. They were employed for a period ranging from six weeks to five months, moving from one area to another as the various fruits ripened. To date, there has been no report of weekly earnings but it is estimated that they remained relatively the same as in 1947 when they ranged from \$18 to \$40 a week at the peak period. Except for \$10 paid by the worker on the way out and \$5 on the return trip, transportation costs were shared by the federal government and the province of British Columbia.

Haymakers to Ontario

The movement of haymakers to the southern part of Ontario took place for the first time in 1943, when a great number of farm workers had withdrawn into other

industry and into the armed forces. Western farmers came forward as they were available during the period between seeding and harvesting operations.

The supply of Western harvest hands had not been over-abundant in 1947 when 1,160 men had come to Ontario. In this year, the wages guaranteed had been relatively low as compared with those being paid by local industries in the Prairies where jobs were plentiful. A similar situation was evident in 1948. In addition, workers from Quebec were not available in 1948, whereas 400 men had taken part in the movement in 1947.

The estimated requirement for 1948 was 2,500 men, 500 more than the request last season. In June, only 920 Western farmers arrived to meet this demand. At the last moment, 225 Maritime workers, mostly from urban centres, were recruited by the Sydney, New Glasgow and Halifax Employment Service offices for harvest work in Ontario.

The workers were guaranteed board and a monthly wage of \$75; most of the experienced hands, however, received more than this amount. In the case of the hay-makers from Western Canada, the workers paid \$10 each way for transportation and the Federal and Ontario governments shared the balance of the expense. The two governments bore the total travelling costs in the case of the harvesters from the Maritimes. The latter movement was regarded as a measure to reduce the labour surplus in the Maritimes and men were encouraged to accept permanent work in Ontario.

The arrangements which had been made for the arrival in Ontario of some 1,200 Displaced Persons in the early part of July were of great importance in alleviating the labour shortage existing at that time.

Beet Blockers to Montana, U.S.A.

This is a newly organized movement. Through arrangements made between the respective Employment Services of the Canadian and United States governments, some 200 workers were moved during June from southern Saskatchewan to the sugar beet areas of Montana to help in the blocking of young beet plants. This is a tedious job for which the workers received the relatively high pay of \$12 a day and board. No financial arrangements were undertaken by the Canadian government.

Pea Harvesters to Maine, U.S.A.

For the third consecutive year, a request has been received for New Brunswick workers to aid in harvesting peas in eastern Maine. Some 500 men were

recruited in Saint John but since the employers had greatly underestimated their local supply of labour, only 124 were actually despatched.

The workers earned approximately \$6 a day and their board for a period of from four to six weeks starting in July. No transportation assistance was given.

Harvesters to the Prairies

The oldest, longest and one of the most colourful, large-scale movements of workers in Canada has been the trek of men, and sometimes women, to the Western harvest areas. It started about 1896 when the railways were largely responsible for the opening up of the West. In most cases, the Western provinces would furnish the railway companies with a statement of the approximate number of workers required for the harvest and the latter would advise the public throughout Eastern Canada, British Columbia and the Eastern United States. Special harvest trains were made up which took the workers to Winnipeg or Calgary for distribution. The number participating increased annually until in 1925, the movement reached a peak of 45,400 persons. The movement was discontinued in 1930, when increased mechanization and the depression hit the West, and was not revived again until 1942 under the National Selective Service regulations. This movement has been especially popular with young people.

Wages have always been considered good. In 1909, a worker received between \$35 and \$40 a month with board and, by 1928, he received \$5 a day with board.

In the early years of this movement, the excursion fare was fixed at \$10 from any point in Ontario, Quebec or the Maritimes. In 1912, it was raised to \$12 and a few years later to \$15. Subsequently, the rate from the Maritimes was raised an additional \$5. In 1926, the fare from Ontario and Quebec to Winnipeg was \$15 going and \$20 returning, from the Maritimes, the corresponding rates were \$20 and \$25. From Winnipeg to the point of destination, the fare was a half cent per mile each way. From British Columbia, the fare was \$10 to Calgary each way and a half cent per mile from this point. During the war, except for \$10 paid by the harvester, the Federal government bore the entire cost of transportation as an emergency measure. Since 1946, arrangements for the movement of workers have become the responsibility of the Dominion-Provincial Farm Labour Program.

Between August 20 and September 12, some 2,100 men (1,525 from Ontario; 575 from Quebec) left for Winnipeg which, in

1948, had been made the distributing point for the movement. At Winnipeg, the workers were given a final posting based on orders received through the Dominion-Provincial Farm Labour Committees. Because of unusually favourable weather, however, the harvest ripened at approximately the same time in the southern portions of the three provinces and workers were required over a wide area simultaneously instead of progressing from east to west as has generally been the case in the past. The harvest was heavy and was garnered in without loss of time through rain or heavy dew. Manitoba received 800 men; Saskatchewan 600 and Alberta 600; later, as work was completed at the original location, 50 men moved from Manitoba to Saskatchewan. Still later, 960 were transferred from Manitoba and Saskatchewan to Alberta to complete the work.

Some of the harvesters stayed on in Alberta to work in the sugar beet areas before returning home about October 10.

The harvester paid \$15 towards transportation on the way out and \$10 for the return journey. The Federal and Provincial share of transportation costs was worked out as so much per worker as far as Winnipeg, where distribution was made, plus the additional distance travelled to the final location. While no report has been received on the average wage paid to harvesters, it is estimated that most men earned about \$200 each in the five weeks. They were guaranteed \$5 a day and board.

Tobacco Harvesters

The commercial growth of tobacco in Ontario and Quebec was becoming of industrial importance by the late 1920's. Few experienced local tobacco workers were available and, as the Canadian tobacco harvests have been slightly later than in the United States, this source of labour has been tapped annually. Despite increased acreage, the number of workers required to harvest the Canadian crop has not changed appreciably over the past years; the greatest number to be brought in was slightly over 2,000 workers in 1942 and 1946. In 1947, approximately 1,300 workers came to the tobacco-growing districts of Ontario.

Although some Ontario growers have secured their own tobacco workers each year, a large proportion of them have registered their requirements with local Employment Offices. These requests were then passed on to the Dominion-Provincial Farm Labour groups, which sent representatives to the United States to contact available workers.

In 1948, little difficulty was encountered in filling Canadian requirements due to the reduction in United States tobacco production. During August, some 1,300 curers and handlers arrived in southern Ontario and 50 in the province of Quebec from North Carolina, Kentucky, Virginia and other tobacco-growing states. With such labour available, the harvest was completed without loss. While no transportation arrangements were made by the governments, the growers did provide certain transportation allowances. The substantial wages offered gave the needed impetus to assure the required workers: harvesters earned approximately \$8 a day, while good curers and handlers earned from \$12 to \$15 a day; board and lodging were also included in the bargain.

Haymakers to Prince Edward Island

For the first time, a planned migration of workers for haying on Prince Edward Island was undertaken to provide assistance in harvesting one of the heaviest crops in recent years. Originally planned for 50 men, the order was later increased to 89. All workers were recruited in the province of Nova Scotia.

The movement which began in August, guaranteed wages of \$3 a day and board. The Federal and Prince Edward Island governments paid the total transportation one way and the worker was to provide his own return ticket. Many of these men remained on the Island for the potato harvest and a number continued as full time farm hands.

Potato Pickers to Maine, U.S.A.

In 1931, increased potato acreage in the state of Maine induced the large growers to send agents into southern Quebec and New Brunswick to recruit pickers. In the fall of 1942, controlled movements of workers between Canada and the United States were begun under the Hyde Park Declaration; the potato pickers were recruited by local agricultural agencies and employment offices. At selected border crossing points in Maine, they were met by farm labour officials and allocated to farmers requiring help. Since 1943, the number participating has increased steadily from 300 persons from the two provinces to 6,680 in 1947.

While the movement to Maine continued to be the largest single movement not as many took part in 1948 as in the previous year. After the estimated number of workers to be recruited had been forwarded to the New Brunswick and Quebec Farm-Labour Committees and the securing of

help was well under way, large groups of local workers materialized in the potato crop areas. The Canadian quota had to be correspondingly reduced. This resulted in fewer employment opportunities for Canadians than had been anticipated.

By the middle of September, 5,900 persons (4,908 from Quebec and 992 from New Brunswick) had been moved to Maine. The potato pickers found conditions satisfactory and earnings, which were on a piecework basis, high. They averaged about \$15 a day for a period of two weeks. It is estimated that these workers brought back to Canada earnings amounting to \$1,100,000 in United States funds.

Pickers paid their own way to the border and then were transported to their location in buses at the expense of the potato growers.

Potato Pickers in New Brunswick

This movement, which began at about the end of September, has been one of the oldest in the Maritime region and almost entirely provincial in nature. Some 600 workers took part in 1947.

According to early estimates in 1948, it was expected that approximately 1,000 additional men would be required for the harvest but when the time came only 324 workers were placed by the National Employment Service; the majority of these went to outlying points in the province.

The number of workers from outside points who worked on the harvest, however, was much greater in 1948 than in the previous year. Drawn by the extensive publicity for the potato pickers in Maine and released by the subsequent cancellation of the demand, many workers in New Brunswick were ready to accept similar work to make up their losses before returning home.

Since distances travelled were short, no fares were paid by the government. Workers' earnings were on a piecework basis, many of them averaged \$10 a day and board.

Potato Pickers to Prince Edward Island

About the same time as the New Brunswick movement, another one took place between the Cape Breton area of Nova Scotia and Prince Edward Island for the annual potato harvest. This movement has been increasing in size each year and in 1948 there were 1,177 workers despatched in addition to the men who had remained on the Island after the haying operations. In 1947, some 700 men took part in the movement.

The conditions governing the workers were the same as for the haymakers. Wages were \$3 a day with board and, while transportation was paid to Prince Edward Island, the workers were required to pay their own way back.

Potato Pickers to North Dakota, U.S.A.

Each year since 1943, potato harvesters have moved from southern Manitoba to North Dakota. In the first year, 255 persons made the trip; by 1945, some 1,200 workers were despatched, the largest number to date. This movement has been made up almost entirely of women and youths, since most men available for seasonal work were busy with the western harvest at that time.

In September, 1948, some 800 persons left for the potato district as compared with 700 in 1947. No financial assistance was given by the Canadian governments. The workers remained for a period of about three weeks. Wages averaged about \$10 a day with board, a considerable increase over last year when they amounted to about \$7 a day with board.

Apple Pickers in the Annapolis Valley, N.S.

Another movement confined almost entirely to the one province has been that of apple harvesters and packers to the Annapolis Valley orchards in September. The regular movement of apple pickers in 1948 was greatly curtailed owing to the very light crop, bad weather, and orders not being placed by the farmers until markets and export prices were established. Apple pickers are usually drawn from all over Nova Scotia, but the recruitment last year was confined to those towns in the areas surrounding the Annapolis Valley. In 1946 and 1947, approximately 1,500 persons were recruited.

Some 750 workers were involved in the movement in 1948. Of this number, only 155 have applied for remuneration for transportation which was completely paid, upon request, by the Federal and Nova Scotia governments to those workers who stayed the full season. The workers received \$5 a day with board.

Sugar Beet Harvesters to Montana, U.S.A.

The final movement of farm labour help took place in October when approximately 200 workers from southern Saskatchewan were despatched to the Milk River Valley of Montana. This is the second year Cana-

dian labour has been used for this work; in 1947, some 275 workers took advantage of the opportunity.

The sugar beet harvest took about five weeks and the workers received from \$6 to \$8 a day with board. No transportation arrangements were made by the Canadian government.

Dominion-Provincial Farm Labour Conference

The sixth Dominion-Provincial Farm Labour Conference was held in Ottawa, on December 9 and 10, 1948. In attendance were Provincial Directors of Farm Labour, Employment Advisors (NES), representatives of the Federal Department of Labour and of the United States government. The purpose of the conference was to review farm labour activities during the past season and to make plans for a similar program in 1949.

Through the efficient operation of this organization, no loss of crop due to the lack of workers was reported during 1948. Throughout the country, a sufficient number of harvest workers were available when and where needed except in the case of the Ontario hay harvest. The provincial representatives expressed satisfaction on the way the interprovincial seasonal plans were carried out. It was suggested, however, that, if Canadian workers were again requested by the United States, more careful survey should be made of requirements so that there would be no repetition of the situation which developed last season and caused inconvenience to potential workers in New Brunswick and Quebec.

It was reported that immigration had contributed greatly to the maintenance of an adequate agricultural work force during the 1948 season. Canada can not expect the same influx of farm workers to continue, however, since the supply of Displaced Persons is diminishing; the Dutch are more interested in homesteading, and the other available European workers are inclined toward trades occupations. Moreover, it is estimated that of the Displaced Persons and Polish veterans who are now employed in agriculture, not more than 50 per cent will remain in the industry at the termination of their contract. Newfoundland was suggested as a possible source of workers, some as part-time during the off-season in fishing and others for regular employment.

Delegates agreed that one answer to the problem of securing adequate farm labour for peak seasonal demands was the con-

tinuation of organized farm labour movements. It was thought that there might be a place for a more permanent organization of the Dominion-Provincial Farm Labour Program which would allow for long-term planning rather than operation on a year-to-year basis as is now the case. A five-year agreement was suggested.

Movements in 1949

The Dominion-Provincial Farm Labour Committees have been planning the traditional organized movements which occur each year, as well as maintaining a careful watch for other areas where farm help will be required at periods of peak activity. As one means of determining the needs for farm labour this year, the Federal Minister of Labour sent a letter to all farmers in Canada. It outlined the sources of farm help available through immigration and through a mobile farm work force for the harvesting of special crops. The farmers were asked to register their requirements and to co-operate in these schemes. It is hoped that through this and other forms of publicity, complete plans may be formulated well in advance of the time workers are needed.

Organized movements of seasonal workers in agriculture have been, so far this year, of much the same type as those undertaken in 1948. The movement of some 200 maple sugar workers* into the United States was completed in April. Movements at present underway, or just completed, include the transfer of a few workers from Nova Scotia to Prince Edward Island for spring seeding operations, and the movement of between two and three hundred female berry-pickers to British Columbia from Alberta and Saskatchewan during June and July. Some combines may be going into the United States, but the number will not be large. Orders have been placed for the recruitment of 1,500 hay-harvesters in the Prairie provinces, and 350 in the Maritimes, for work in Ontario. Final arrangements for moving pea harvesters and potato pickers into the United States are now being completed by U.S. and Canadian officials. Other movements are expected to follow much the same pattern as last year, although probably on a reduced scale.

This article was prepared by the Research and Statistics Branch in co-operation with officials of the Immigration and Farm Placements Branch and the National Employment Service.

VOCATIONAL EDUCATION IN CANADA

Vocational education was practically unknown in most of the provinces of Canada before the opening years of the present century, when it made its modest advent in the form of manual training. Prior to the outbreak of World War I, the secondary school systems of Canada were designed almost solely to train students for entry into one of the professions, or for "white collar" jobs. Even yet, some educational authorities look upon vocational education as a variety of "poor relation".

With a view in the first place to neutralizing any remaining misconceptions as to the functions of vocational education, the Vocational Training Branch of the Federal Department of Labour recently published a booklet entitled "Vocational Training in Canada." But the booklet is more than an effort to remove popular misconceptions. It is a general survey of the extensive part played by vocational training in the educational systems of the several provinces and of Federal co-operation with vocational and technical training programs financed in some cases wholly by the Dominion Government, but in most instances with only liberal grants in aid.

The general introduction to the booklet indicates that the curricula of the earlier vocational schools were academic rather than practical. Little effort was made to fit the courses to the pupils' needs and aptitudes. Consequently large numbers of students left school as soon as they had reached the age at which school attendance was no longer compulsory.

While it was true that unemployment during the 1930's was due in large part to lack of jobs, it was also true that "there were thousands of young people, representing the finished product of our educational system," who had not sufficient technical or manipulative skill to fill such jobs as became available.

"This picture has changed radically in many respects in the last 20 years. Vocational training has been coming into its own. Commercial instruction, for years the preserve of private business colleges, has been incorporated into the public school system to an ever-increasing extent." It is pointed out too, that "the rapid expansion of Canadian industry and its demands for workers with technical training has resulted in a correspondingly rapid expansion of vocational shop facilities across the country—although in some provinces, this has not been the case until the last few years." In

addition, "there has developed, on the part of employers, a much greater appreciation of what vocational schools can do and of the value of the basic training there given, resulting in much closer co-operation between the schools and industry." Most educationalists agree that it is not the function of the vocational school to turn out fully skilled mechanics, but rather to lay a broad and firm foundation of basic skills and related technical knowledge on which industry can build and develop whatever specialized skills are needed. It is stated that "industrialists have been surprised at the degree of skill attained by those graduates of vocational schools who have specialized in training for a specific trade and where the major part of the school time has been spent in practical shop work."

Evolution of Vocational Education in Canada

Sir William MacDonald is given credit for initiating vocational education in most of the Canadian provinces. About 1900, he contributed funds for the establishment of manual training classes in the elementary schools in all of the provinces and for bringing qualified instructors from Great Britain. While manual training is not now considered to be "vocational" in the accepted sense of that term, these classes did at least represent a beginning that evoked wide interest at the time. When Sir William's endowment was discontinued after about two years, manual training was incorporated in the educational programs at public expense in most localities.

"Vocational Education" Defined

While admitting that there is still "a lack of unanimity" as to what constitutes "vocational" in education, the booklet specifies the following points upon which "there is broad agreement." (1) "Vocational" includes both the technical and

practical training necessary to prepare for gainful employment, not only in industrial and in commercial establishments, but also in the basic occupations of agriculture, forestry, fishing, mining and, last but not least, homemaking for girls. (2) Education is more inclusive than mere "training". The aim of vocational education is not to turn out robots, but rather "young men and women with a well-rounded approach to what constitutes abundant life and living; citizens with an appreciation of their place in the community and a realization of their responsibilities as well as their privileges." It strives to develop the "individual aptitudes and abilities" of students so that "they can take their proper places in the world's work and earn their daily bread." (3) There "should not be any conflict between the cultural and the practical in education; each is complementary to the other."

Dominion Responsibility Regarding Education

By the terms of Canada's constitution, education is under the jurisdiction of the provinces. It has always been a jealously guarded prerogative. At the same time, the Dominion has an overall interest, especially, perhaps, in such fields as vocational and technical education. On many occasions in the past 35 years, the Dominion has enacted legislation making available substantial financial assistance to the provinces for building and equipping technical and vocational schools upon terms and conditions that were mutually satisfactory. To this the provinces have never objected if it did not involve Dominion control or undue interference with provincial rights.

There is tacit recognition by the provinces that the Dominion has a responsibility in insuring that the nation's industries have

FEDERAL ASSISTANCE TO VOCATIONAL SCHOOLS

Distribution of Special (Capital) Allotment of \$10,000,000 for Buildings and Equipment

Province	Buildings		Equipment	
	Total Allotment	Claims Paid to April 20, 1949	Total Allotment	Claims Paid to April 20, 1949
	\$		\$	
Prince Edward Island.....	61,500	43,900 06	20,500	.....
Nova Scotia.....	378,225	22,074 37	126,075	.....
New Brunswick.....	324,750	.....	108,250	.....
Quebec.....	2,354,550	2,125,348 06	784,850	467,665 70
Ontario.....	2,273,625*	.....	757,875*	.....
Manitoba.....	465,000	11,899 33	191,000	.....
Saskatchewan.....	643,650	312,769 08	214,550	15,116 39
Alberta.....	525,150	220,031 28	175,050	92,387 02
British Columbia.....	446,550	134,117 74	148,850	61,153 70
Total.....	7,500,000	2,870,139 92	2,500,000	636,312 81

* With the exception of Ontario, all of the provinces have taken up their total allotments. Ontario has taken \$2,017,875 of its building allotment and \$387,666 of its equipment allotment.

DISTRIBUTION OF ANNUAL ALLOTMENTS FOR THE FISCAL YEARS 1945-46 TO 1948-49

Province	Annual Allotment and Grant	Claims Paid to April 20, 1949			
		1945-6	1946-7	1947-8	1948-9
Prince Edward Island.....	25,700	25,700	25,700	13,852 49	10,000
Nova Scotia.....	106,400	32,324 71	23,208 58	22,107 97	10,000
New Brunswick.....	92,400	81,578 35	71,035 99	114,365	82,700
Quebec.....	609,400	609,400	609,400	609,400	438,697 11
Ontario.....	589,000	589,000	589,000	589,000	589,000
Manitoba.....	135,300	.....	.....	45,588 38	7,079 98
Saskatchewan.....	173,900	64,456 80	49,003 98	82,125 54	139,666 72
Alberta.....	143,800	100,025 71	122,822 39	153,680 03	134,701 41
British Columbia.....	123,800	103,356 86	140,471 96	123,800 01	40,089 21
Total.....	2,000,000	1,572,862 42	1,630,642 90	1,753,919 62	1,407,910 25

an adequate supply of skilled workers, especially in times of war, or other great national emergencies. To meet this responsibility, adequate provision for the technical training of present and future Canadian artisans is of prime importance.

Then too, the Dominion Government is interested in insuring equality of opportunity in education for all Canadians, regardless of the province in which they live. The assertion is made in the booklet that "this equality has been woefully lacking in some provinces, and in the majority of the smaller towns in all of the provinces in which adequate facilities for vocational education have not been provided.

Another factor that warrants a practical interest by the Dominion Government in vocational education is the expense involved. Much greater financial outlays are necessary than for purely academic training. Not only are class-rooms essential, but also adequate shop space and machine tools and equipment, much of which is expensive. Furthermore, if the vocational schools are to keep pace with modern trends and developments, equipment must be kept in good condition and replaced as, and when, it becomes obsolete. The lack of sufficient financial resources has been one of the chief difficulties that municipalities and even provinces have encountered in the establishment of vocational schools.

The booklet points out that the Dominion Government first showed its interest in vocational and technical education in 1910. In that year a Royal Commission on Industrial and Technical Education was appointed. This Commission, presented an exhaustive and voluminous report in 1913. It recommended the establishment of a complete system of vocational education in secondary schools throughout Canada, under provincial control, but financed jointly by the municipalities, the provinces and the Dominion. It suggested the setting up of full daytime technical schools, with, in addition, provision for evening classes and correspondence courses for those already employed. As a Dominion contribution, it recommended \$3,000,000 a year for a period of ten years, to be used for vocational teachers' salaries, school equipment, bursaries and general maintenance.

The outbreak of World War I delayed the carrying out of the recommendations, except in the field of agricultural training for which Dominion legislation (The Agricultural Assistance Act) was passed in 1913. Other Dominion Acts dealing with vocational education were: Technical Education Act, 1919; Vocational Education Act, 1931; Youth Training Act, 1939; Vocational Training Co-ordination Act, 1942.

The Agricultural Assistance Act, 1913, provided \$10,000,000 in Dominion funds to be spent over a period of ten years to promote agricultural instruction. The terms of the Act were not sufficiently explicit and the results obtained "were of a very miscellaneous nature." They included agricultural surveys and demonstrations, boys' and girls' agricultural clubs, experimental plots, etc., and the construction and operation of a few agricultural schools.

The Technical Education Act, 1919, appropriated \$10,000,000 to be spent over a ten-year period ending March 31, 1929, under agreements with each of the provinces and on the condition that each province would spend an amount equal to its Federal allocation. The purpose was to promote industrial and mechanical trades and to increase the efficiency of those employed therein.

As Ontario was the only province which had earned its full allotment by 1929, the Act was extended for another five years, to March 31, 1934, with further periodic extensions since that date. These Dominion-Provincial agreements restricted the use of the appropriations to (1) the rental or purchase of lands, buildings and equipment for vocational schools; (2) the maintenance of plant and equipment; (3) provincial administration costs; (4) salaries of vocational teachers; (5) training of vocational teachers.

The Act was designed to promote the following types of work, all in the secondary school grade: (1) industrial and technical courses; (2) commercial courses; (3) home economics; (4) applied arts; (5) pre-vocational of two or more years; (6) part-time or continuation classes; (7) evening classes; (8) special short courses in industry and for apprentices; (9) foremen's courses; (10) correspondence courses; and (11) the training of vocational teachers.

The following table indicates the progress made in vocational education during the first ten years the Act was in operation (1919-1929).

	Vocational		
	Schools	Teachers	Students
1919			
Day classes.....	32	384	8,512
Evening classes. 97		1,423	51,827
1929			
Day classes.....	89	1,694	45,617
Evening classes. 192		2,666	73,877

The booklet points out, however, that there was some duplication in the enrolment for evening classes. For example, there were instances where the same person enrolled for two or more classes. Similarly, it is doubtful if the training given in some

of the day school classes could be considered as purely "vocational", as measured by present standards. Some of it might be classed as general or elementary training in the industrial arts, including home economics.

Vocational Education Act, 1931, made provision for \$750,000 annual Dominion appropriation for 15 years to assist the provinces with their vocational education programs. The Act was never applied and the appropriations were not used. The Act was repealed in 1942 by Clause 13 of the Vocational Training Co-ordination Act.

The Youth Training Act, 1939, was designed to promote and to assist in training unemployed young people to fit them for gainful employment. It replaced an annual allotment of \$1,000,000 made for similar purposes in 1937 and 1938, under the Agricultural and Unemployment Relief Act. The Youth Training Act provided for an appropriation of \$1,500,000 per annum for three years under agreements with each province, on condition that the province contributes amounts equal to the Dominion allocations. Then too, the training projects organized by the provinces were subject to approval by the Federal Minister of Labour.

Vocational training under the Youth Training Act has been carried on in all of the provinces, but on a greatly reduced scale since 1940. From 1937 to the end of the fiscal year 1947-48, the total Dominion payments to the provinces under it have been over \$5,300,000. The total student enrolment for the same period was 293,000, of whom over 14,000 were university students, or nurses in training in hospitals.

The Vocational Training Co-ordination Act, 1942, was an enabling Act designed to provide authority for whatever types of vocational training might be necessary or desirable, either during the war, or in the post-war period.

The Act authorized the Minister of Labour to undertake, solely at Dominion expense, such projects as the training of workers for war industry, tradesmen for the Armed Services and discharged veterans approved for training by the Department of Veterans Affairs. It also authorized the Minister, subject to the approval of the Governor General in Council, to enter into agreements with any of the provinces, for any period, to provide financial assistance, on a dollar for dollar basis, for: (1) the continuation of projects formerly carried on under the Youth Training Agreements; (2) vocational training projects for the conservation and development of natural

resources; (3) the training of industrial apprentices and supervisors; (4) the development of vocational training at the secondary school level; and (5) the training of unemployed civilians who had been previously gainfully employed.

As a matter of record, the booklet states that both the training of veterans and the training of war workers and service tradesmen were also carried out under agreement with the provinces, but with the Dominion paying all the costs.

Under the Vocational Training Co-ordination Act, several different Dominion-Provincial agreements have been made to provide for specific types of training, as follows: (1) war emergency training; (2) apprentice training; (3) the training of veterans; and (4) Dominion assistance to vocational schools.

Organization of Vocational Education in Canada

Resulting from placing education under the jurisdiction of the provinces there have developed considerable variations in types of vocational organizations. On the basis of ownership, these may be classified as follows:—

1. The province owns and operates vocational schools;
2. The province has both provincially-owned and municipally-owned vocational schools;
3. The province and the municipalities own the vocational schools jointly;
4. The province has only municipally-owned vocational schools.

The booklet states that in some provinces, as for example, New Brunswick, Saskatchewan and British Columbia, these schools are owned by the municipal authorities, but draw provincial grants. In recent years, provincially-owned and operated vocational schools have been opened in Ontario and Manitoba where nearly all such schools are controlled by the municipalities. In Quebec, all vocational schools are owned and administered by the provincial government. In Alberta, there are both types and in Prince Edward Island and Nova Scotia, up to 1948, there were no daytime vocational schools.

Prince Edward Island.—The economy of Prince Edward Island depends largely on the basic industries of agriculture and fishing and little attention was given to vocational education in that province until within the last two or three years. The manual training introduced by Sir William MacDonald was discontinued when the

endowment was withdrawn. Domestic science was taught in Prince of Wales College for a few years, but through lack of public interest, was allowed to lapse.

In 1919 a provincial Technical and Agricultural school was opened in Charlottetown. It provided two-year courses in agriculture and motor mechanics and was financed by Federal funds. Vocational classes were commenced in 1921 and assisted in the rehabilitation of veterans of World War I. Because of lack of funds, as well as a decline in public interest, classes were discontinued in 1924. The following year commercial classes were opened in Prince of Wales College and have been continued ever since. These classes and short courses in home economics, carpentry and blacksmithing under the Youth Training agreement with the Dominion were the only provisions made for vocational education in Prince Edward Island until the need arose for training veterans of World War II.

Under the Vocational Schools Assistance Agreement with the Dominion Government funds were obtained for building a vocational wing to Prince of Wales College in 1945-46, which was used for the rehabilitation training of veterans of World War II until early in 1948. Following that, classes were started for civilians in bricklaying, plastering, carpentry, electricity, plumbing, sheet metal, farm mechanics and agriculture, which have been merged with the general program of education of the province.

Nova Scotia.—Nova Scotia pioneered in vocational education in Canada. Truro Agricultural College was established in 1885 and a few years later manual training was provided in the higher grades of the elementary schools in a few of the larger centres of the province. The provincial Department of Mines established winter evening classes for colliery workers in 1884. These have been carried on ever since, but in 1907 were transferred to the Department of Education. Legislation relating to technical education was passed and a college of engineering was established in 1907. Three classes of vocational training were provided for: (1) coal miners; (2) evening technical classes; and (3) short courses in industry. All of these classes were, and still are, directed by the province.

In 1917, provincial correspondence courses were opened and have been greatly extended. Tuition fees have been kept low and most of the vocational courses are based on text books. No new schools were opened in Nova Scotia by the Federal funds made available by the Dominion Technical Education Act of 1919, but this assistance

enabled the province to maintain and expand the existing system of evening classes and correspondence courses.

In 1933, part-time classes were made available, through the technical college, to a limited number of apprentices in industry and these have been increased substantially since 1945, under the terms of the Dominion-Provincial Apprenticeship Agreement. The instruction given in these classes deals mainly with trade principles, theory and related technical subjects.

It is stated that "Nova Scotia has never favoured composite schools, so widely used in New Brunswick and the four western provinces." Apart from commercial work in high schools, there is no full-time day instruction in vocational work. However, under the stimulus of Federal funds derived from the Vocational Schools Assistance agreement, the province is planning to build five fully equipped technical schools, which will be administered by Regional Vocational Education Boards and financed by Dominion, provincial and municipal funds. The entrance requirements for these schools will be the completion of Grade IX. Half the instructional time will be spent in general education and half in practical shop work and related technical instruction. Tuition will be free and transportation will be provided for students residing at a distance from the schools. Evening classes will also be provided for employed persons and for part-time instruction of indentured apprentices. The Nova Scotia Technical College was placed under a Board of Governors in 1947 and vocational education at the secondary school level was placed under a separate division of the Department of Education.

New Brunswick.—As in most of the other provinces, the first move toward the vocational in education in New Brunswick came in 1900, with the opening of a manual training class at Fredericton under the MacDonald benefaction. The value of the class was fully realized and when the MacDonald fund lapsed a couple of years later, about a dozen centres were opened in different parts of the province to carry on the work at public expense.

In 1917, a provincial committee conducted a survey of technical education and recommended that pre-vocational classes be set up in elementary Grades VII and VIII as well as both day and evening classes for pupils over 14 years of age. The provincial Vocational Training Act of 1918 (replaced by a new Act in 1923) gave effect to these recommendations and further impetus was given when financial assistance became available under the terms of Federal

Technical Education Act of 1919. However, the first day-vocational school in the province—the Carleton County school at Woodstock—was built by private funds and opened in 1919. This school is still in operation and places special emphasis on vocational agriculture.

In general, the established policy in New Brunswick with respect to vocational schools is to make extensive use of regional composite schools, wherein “vocational wings” instruction is given in home economics and similar subjects for girls, and commercial work, vocational agriculture and industrial classes, adapted to the special requirements of the several communities in which the schools are located. Special attention is given to farm mechanics and fishing.

At Saint John, there was established in 1926 one of the first publicly-owned vocational schools in Canada in which classes have been held in beauty culture and wireless operating for many years. As the schools in New Brunswick are all municipally owned, non-residents in the municipalities are required to pay tuition fees, but the province pays tuition rebates for all students sent to vocational schools on recommendation of local school boards.

For a number of years prior to World War II there was no marked development, except in an extension of vocational facilities in schools in a few of the larger centres. These performed useful service in war emergency training. In more recent times the Government is proceeding with “a most ambitious plan” to establish some 50 composite regional high schools throughout the province. Of these, five are now operating and 13 others are under construction. The total outlay for building these 18 schools will be about \$2,200,000. Extensive additions are being made to some of the larger schools. These additions, as well as the cost of the five regional schools are being met in part by Federal aid under the Vocational Schools Assistance Agreement.

Since the passing of the Provincial Apprenticeship Act a few years ago, the vocational section of the Department of Education is co-operating with the Provincial Department of Labour in providing part-time class training for industrial apprentices.

The booklet points out that inasmuch as the economy of New Brunswick is based largely on the primary industries of farming, fishing and lumbering, there is not the same need for many highly developed technical classes, as in a purely industrialized area. “Consequently, much of the vocational and industrial training will be of a general nature, and some of it will be definitely exploratory and pre-vocational.”

Quebec.—Due largely to conditions which are local and peculiar to Quebec and to the cultural background of the people, the system of vocational training in Quebec differs greatly from that in the other provinces. The booklet points out that “apart from the State institutions under the jurisdiction of half a dozen different provincial departments, many schools have been set up and carried on by private organizations, prominent among which are the schools and convents of the religious orders.” These private schools are under the supervision of a provincial inspector of vocational schools, whose duty it is to see that the public interests are fully protected.

The history of vocational education in Quebec is traced from the earliest days of New France. A school founded by Laval about 1668 was designed to “help young men who had no religious calling to prepare their future” by teaching carpentry, gilding, tailoring and other trades, to which were added the arts of painting and sculpture. Another similar school was set up towards the end of the seventeenth century by a religious order, under the authority of letters patent from the King of France. However, for a long time because of the vicissitudes of colonial life, together with the change in allegiance, “vocational education was solely dependent upon the tradition built up, and the personal efforts of some individual craftsmen.”

About 1860, a bequest from the Seigneur of Joliette provided funds for setting up an industrial school there and a little later a Mechanics’ Institute of English origin was founded in Montreal for evening classes. The provincial authorities sanctioned the opening of trade schools in some cities and by 1880 there were 13 of these in operation. However, a number of these gave more attention to artistic than to manual skills.

“It was really about 1911,” the booklet states, “that specialized training struck its stride in Quebec.” Technical schools were opened in Montreal and Quebec City. These schools were commissioned to supply manufacturers with trained production workers and experienced foremen. Specialized training has developed steadily ever since, notably within the past ten years. In 1911, a group of industrialists founded a technical school at Shawinigan Falls. Similar schools were opened in Three Rivers and Hull in 1920 and 1924 respectively. Arts and Crafts schools were set up in a number of centres, which not only tended to decentralize intermediate training, but also to prepare for the creation of new advanced schools for specialized training.

The Montreal school of Graphic Arts founded in 1942, took over the printing and book-binding courses formerly provided in the Montreal Technical school. The Paper-making School, established in connection with the Technical school at Three Rivers in 1923, became a separate institution in 1944. Among other schools designed for specialized training are the Montreal Furniture school; the Montreal Automotive School; the Rimouski Marine School (founded in 1948) and the St. Hyacinthe Textile Institute.

The Correspondence Course Bureau was created in 1946, "to prepare and publish technical text books in the French language and draw up vocational correspondence courses." Since October, 1947, all institutions of specialized training have been under the authority of the Director-General of Studies.

The booklet states that "from August, 1944, until July 1, 1948, for those (Quebec) schools under the Department of Youth and Social Welfare alone, over \$6,500,000 has been spent for the construction of new schools and the enlargement and improvement of existing schools," the Dominion contribution being fifty per cent or almost all cases.

Ontario.—Vocational Training in Ontario was first established in 1891. In that year a school was established in Toronto, which provided day and evening courses in science, business, art and home economics. However, no shop equipment was supplied for industrial training. As in other provinces, manual training classes were set up in the early years of the present century, but the first provision for real industrial training came in 1909, when a Technical Arts School with suitably equipped shops was opened in Hamilton. The following years a course in mining was started in Sudbury.

The development of vocational education in Ontario on a province-wide basis commenced in 1910. In that year, Dr. Seath, Superintendent of Education, issued a comprehensive report on a survey of vocational training systems in Europe and the United States, in which he made the following specific recommendations: (1) the extension of manual training and home economics for those under 14 years of age; (2) the establishment of general industrial schools with classes in English, mathematics, science and shop work, and technical high schools to give courses of from three to four years in specified trade work; (3) the setting up of evening vocational classes and vocational correspondence courses; (4) the provision of schools for apprentices; (5) the appoint-

ment of a provincial director of Technical Education and the establishment of a technical College for training teachers.

To implement these recommendations it was suggested that funds be provided by municipalities, and the province with subsidies from the Dominion.

Legislation giving effect to many of these recommendations was enacted in 1911, and two years later the first Provincial Director of Technical Education was appointed. In the earlier phases of this expansion regulations were determined by local boards, but as provincial grants were essential to financing the schools, the province inevitably came to determine the regulations and standards requisite to the payment of grants. However, the original plan that the schools should be municipal, rather than provincial, has been followed in the main, although Technical Institutes have been set up in recent years. Another important requirement was insisted upon, namely that each municipal vocational school must be under the direction of a Vocational Advisory Committee, made up of representatives of employers and labour, together with others appointed by the local Boards of Education.

Many of the schools are organized on a composite basis, and have commercial and academic, as well as technical sections. Two vocational schools and 51 high schools have vocational agricultural departments. The Kemptville Agricultural school is under the jurisdiction of the Department of Agriculture.

In 1930, classes for apprentices in the building trades were organized in several technical schools for a two-month period in the winter. These have been continued, but the shops of the Provincial Technical Institutes are now being established for that purpose and will provide for a great expansion in the numbers to be served.

From 1930 to 1948, there was little or no expansion, due chiefly to the depression of the 1930's followed by World War II, as well as the shortage of building materials and construction workers since the end of the war. However, plans have been approved for the building of several new schools and for substantial additions to existing ones.

The most recent development has been the opening of Provincial Technical Institutes, administered by the Provincial Government; assisted by Trade Advisory Committees. These provide advanced training in mining, textile manufacture and forestry. The new Ryerson Institute of Technology at Toronto provides training for a wide variety of trades in courses covering from one to two years.

Indicating the development of vocational education in Ontario, the booklet provides the following statistics:—

The number of day vocational schools in 1912 was 1; in 1919, 11; in 1929, 47; in 1946, 43 (not including 16 high schools with commercial departments).

The number of evening vocational schools in 1912 was 8; in 1919, 36; in 1929, 66; in 1946, 41.

The number of vocational day teachers in 1919 was 155; in 1929, 999; and in 1945-46, 1,470.

The number of day pupils enrolled in 1919 was 4,749; in 1929, 26,616; in 1946, 30,252. The number of evening vocational pupils enrolled in 1919 was 16,733; in 1929, 41,593; in 1946, 37,807.

Expenditures for vocational education:—

Provincial Grants		
1919	1929	1946
\$140,294	\$ 933,740	\$3,111,106
Net Municipal Expenditures		
\$518,778	\$6,090,938	\$3,569,265

Manitoba.—Vocational education was first introduced in Manitoba in 1899, when an experimental commercial course was started in Winnipeg. This was followed in 1900 by manual training classes in three elementary schools in Winnipeg which were financed by funds provided by Sir William MacDonald. Following a report by a Provincial Royal Commission on vocational education in 1910, which recommended "the provision of vocational training for the people of the province," two vocational schools were established in Winnipeg. Both of these are still functioning and have well-equipped shops for training in the industrial arts during the day, and classes for adults in the evening.

During the decade 1910-1920, evening class work was greatly expanded and classes in commercial work and home economics—of "a pre-vocational nature"—were started. Until recently, little seems to have been done to provide training on the secondary school level in agriculture and farm mechanics. The Dominion Technical Education Act, by providing financial assistance, gave an impetus to vocational education in Manitoba. Vocational correspondence courses were organized in 1925. These were purchased either from private correspondence school organizations, or from the province of Alberta.

In 1941, the provincial government acquired a commercial building for conversion into a provincial Technical Institute. This was used during the war for war emergency training and subsequently for the training of veterans, but it was not

until the fall of 1948 that it was opened as a civilian vocational institute. It is financed under the Vocational Schools Assistance Agreement with the Dominion Government and provides bursaries to deserving students.

Other recent developments have been the erection of regional composite schools at Dauphin and a beginning made upon the construction of a new \$2,000,000 technical school in Winnipeg. It is stated in the booklet that "substantial progress will be made in the next few years, if the present plans are carried out."

Saskatchewan.—Prior to 1905, when Saskatchewan was raised to the status of a province, the booklet states, vocational education in that province was restricted to manual training. Classes were organized in Regina, in 1901, financed from the fund set up by Sir William MacDonald. They were discontinued when the fund was withdrawn, but were re-opened in 1909. In the latter year, classes in household science were also started.

Progress was slow for some years after the province was set up, owing to the necessity of organizing and opening up school districts. The Saskatchewan Educational Commission, appointed about 1910, in its report of 1913, recommended supplementing the general educational courses by industrial training adapted to the several different localities and also that provision be made for more advanced work in household science for girls. As the province depends on agriculture more than industry, stress has been placed on training for farm mechanics and household science.

Under the impetus provided by the Dominion Agricultural Instruction Act of 1913, instruction in agriculture has increased, both in regular high schools and in special summer schools.

The educational survey made in 1918 resulted, *inter alia*, in the following recommendations with respect to vocational education in the province: (1) extension of courses in manual training and household science; (2) introduction of pre-vocational courses in grades 7 and 8; (3) training of teachers for pre-vocational, manual training and household science classes.

The Federal Technical Education Act of 1919 made funds available for the promotion of vocational education and the Provincial Vocational Act of 1920 made provision for day and evening classes in some eight schools and the building of well-equipped technical collegiates at Regina, Moose Jaw and Saskatoon. These

collegiates have provided academic matriculation work, home economics, commercial and industrial training continuously since 1931.

In 1944, the curricula of the vocational schools were completely revised and extended and further changes were made following recommendations by a committee on technical education. A Supervisor of Technical Education was appointed in 1946. The training of teachers for technical schools has been carried on by special summer courses at the University of Saskatchewan and provision has been made also for a four-year course leading to the degree of Bachelor of Education. Substantial grants have been made in recent years to municipalities for vocational education. These grants are drawn in part from Dominion assistance under the Vocational Schools Assistance Agreement. Some 34 new composite schools and additions to existing schools are being built throughout the province and a system of bursaries will enable deserving students from local composite schools to obtain advanced training in one of the three large technical schools.

It is stated in the booklet that "while there has not been spectacular development in vocational education in Saskatchewan, there has been a fairly steady and satisfactory expansion, in spite of the difficulties encountered during the drought years."

Alberta.—It is pointed out in the booklet that, as in Saskatchewan, vocational education in Alberta commenced with the setting up of manual training classes about 1900, under the MacDonald endowment. These classes were later incorporated with the public elementary school classes and after some years, extended to the lower grades of the secondary schools.

The appointment of a Provincial Director of Technical Education, coupled with Dominion financial assistance under the Technical Education Act, "stimulated a considerable expansion in vocational education during the period 1919-1930. The School Grants Act of 1919, also had an important bearing on the growth of vocational education in Alberta. This Act provided grants for vocational teachers of approved qualifications and also to school districts for approved school equipment. Amended from time to time, this Act "still forms the basis of the vocational education system of the province."

The vocational training system of Alberta has a three-fold aspect: (1) work organized and carried on by local school boards, with the aid of Provincial grants; (2) work carried on directly under the Department of Education at the Provincial Institute of

Art and Technology; (3) vocational agricultural instruction conducted directly by the Department of Agriculture.

Commercial classes were first opened in municipal schools in Calgary in 1909 and a little later in schools in Edmonton and a number of other centres. Technical day classes were organized in Lethbridge and Calgary in 1911 and two years later the Edmonton Technical school was established. The latter was turned over to Canadian Vocational Training in 1943 for war emergency training. The Western Canada High School was opened in Calgary in 1929. This is a composite school, but has first-class commercial and technical departments and well-equipped shops. In recent years, vocational classes have been set up in a number of composite schools and a few additions to existing schools have been built to provide training in home economics and technical shop work.

Following a report of a Royal Commission in 1914, the Provincial Institute of Art and Technology was organized. This institute was used as a rehabilitation centre after World War I. In 1921, it set up two-year courses in fine and applied arts and technical trades, in addition to shorter courses and a wide range of evening classes.

Instruction in technical agriculture is given in the secondary schools, but the Department of Agriculture organized and operated several agricultural schools for a number of years, but only two of these have been in operation since 1931. The experience with these schools has indicated that dormitories are essential to their success, as students were drawn from wide areas. The Provincial Department of Agriculture plans to erect two more such schools, one in the Peace River district and the other in the irrigated section of southern Alberta.

The booklet states that "little use has been made of trade advisory committees in connection with vocational education in Alberta, except in the case of apprentices registered in the designated trades under the Provincial Act, and for whose technical training the Department of Education is responsible."

British Columbia.—Vocational education began in British Columbia with the opening of a few commercial classes in 1885. In 1900, manual training was started in Victoria and Vancouver, with private funds from the MacDonald foundation. Vocational training, properly so called, really began in the province in 1909, with evening classes in some of the Vancouver schools. The Dominion Royal Commission on Industrial Training and Technical Education,

1912-1913 reported that "the Government had done nothing to establish technical education in British Columbia, although there was a growing demand for this type of work."

A Provincial Director of Technical Education was appointed in 1914 and daytime technical classes were opened a year or two later in one of the high schools in Vancouver, but it was not until 1921 that separate technical schools were established in Vancouver, Victoria and New Westminster.

Federal grants under the Technical Education Act, 1919, "acted as a great stimulus, resulting in the opening of many additional day and evening classes." The present Vancouver technical school was built in 1928 and a second one was recently completed. Industrial Arts classes were started in the high schools in 1927.

Training for vocational and technical teachers was first provided in 1917, when a summer school was set up for this purpose by the Department of Education. Vocational correspondence courses were established for miners some 20 years ago and these have been greatly extended. There are, at present, 30 such courses in use which are being taken by over 2,400 students.

British Columbia schools are all municipally owned, but supported in part by provincial grants. Legislation with respect to education has been amended several times since the passage of the first Public Schools Act in 1911 and was consolidated in 1947.

The Vocational Branch of the Department of Education provides technical training in related subjects for apprentices under the Provincial Apprenticeship Act, and also conducts a School of Navigation at Vancouver. The latter has an enrolment of 260.

Two Main Types of Organization

The booklet suggests the following advantages and disadvantages of the two main types of organization:—

Advantages of Municipally-owned Schools.—(1) A high level of local interest and support is developed; (2) The school program is usually related to the needs of the community.

Disadvantages.—(1) Difficult to establish due to cost; (2) Vocational programs are often slow to develop as they must have the support of public opinion to approve debenture issues; and (3) only open to residents of the municipality except on the payment of fees.

Advantages of Provincially-owned Schools.—(1) When the need arises, development takes place more rapidly; (2) The schools

can be strategically located more readily; (3) Costs are borne by the province as a whole and the burden does not fall upon small areas; and (4) an overall provincial pattern or plan can be more easily established.

Disadvantages.—(1) Minimizes local interest.

Guidance, Placement and Follow-up Studies

Basic to an appraisal of vocational training are certain procedures which are included in guidance programs. Most schools use some of these procedures and a few employ many of them.

The booklet points out that "the fundamentals of good vocational training require that the training be supplied (a) for jobs existing at the time or when the training is completed; (b) for jobs existing in the area which the training provisions serve; and (c) to persons able to take advantage of the training supplied." It is asserted that "these three principles have been violated to a greater or less degree in almost every variety of vocational and professional preparation."

The following procedures "are applicable and useful in every situation involving vocational training and can be applied irrespective of numbers enrolled or size of the institution: (1) determining the analysis, distribution and requirements of jobs for which training courses prepare; (2) acquainting the potential trainee with his own characteristics, the qualifications required for the job and the opportunities it offers; (3) selecting individuals for training who possess potential qualifications which match job requirements; (4) guidance procedures during the training course; (5) placement activities; (6) follow-up studies." Five of the provinces are reported as having a provincial Director of Guidance and the guidance service is being promoted rapidly.

An increasing number of schools recognize placement as a supplement to training and a major responsibility of the school which gives the training. Further, it is recognized that "no other agency can render this service as effectively as the school staff, who know each student's ability, aptitudes, interests and where he is most likely to succeed." It is asserted that "the most successful work in this field appears to be carried on in schools where close contact is kept with industry and the world of work through the instructors and advisory committees."

Fewer than half the vocational schools claimed that they maintained a follow-up

of their graduates. The booklet states that "it is amazing that . . . such a large percentage of schools do not concern themselves further about their graduates."

Advisory Committees

The following steps are suggested as desirable in planning a vocational training program: (1) creating representative vocational advisory committees; (2) making occupational surveys to determine needs; (3) making surveys of present educational facilities in the field; (4) determining desirable program patterns; (5) making occupational analyses to determine curricula content; (6) constructing the curricula; (7) determining plant and equipment needs; (8) setting up standards for personnel; (9) obtaining the necessary financial support; (10) securing the personnel; (11) publicizing the program.

In planning a program "vocational advisory committees are particularly important." Representation should be given to industrial, educational, civic and other

interested groups. Such advisory committees are a requirement in New Brunswick, Ontario and British Columbia and, it is stated, "they have contributed much to the successful development and operation of the vocational program." It is asserted that "where use is being made of local advisory committees in Canadian vocational schools, 'the programs are better—more clear cut and related more closely to the industries they serve.'"

Financial Aid to Students

In recent years a number of the provinces have established bursaries or financial aid to "vocational students of adequate ability, who through lack of funds, were unable to complete their formal education." In four provinces bursaries have also been made available to vocational teachers in training. These bursaries are shareable on a 50-50 basis with the Dominion Government under the Vocational Schools Assistance Agreement.

VOCATIONAL TRAINING ADVISORY COUNCIL MEETS IN OTTAWA

As the responsibility of the CVT Branch for the training of veterans of the Armed Services is virtually ended, the Advisory Council devoted its recent meeting, for the most part, to the promotion of vocational training for civilians. Under the Dominion-Provincial agreements, the Training Branch of the Department of Labour will continue to co-operate with the provinces in the training of apprentices, unemployed workers and handicapped persons, as well as in the building and equipping of vocational schools. Assistance will also be given to the Army in training recruits and the Council will act in an advisory capacity in providing trade training for the inmates of penal institutions.

The twelfth meeting of the Vocational Training Advisory Council was held in the Board Room of the Department of Labour, Confederation Buildings, Ottawa, May 2 and 3, 1949.

The agenda covered many phases of vocational and youth training, including apprenticeship, the completion of the veterans' training project, the building and equipment of vocational schools, the training of unemployed civilian workers (including financial aid), the rehabilitation of handicapped persons, the inclusion of the

new province of Newfoundland in the vocational training program, and the trade training of inmates in penal institutions.

The following members were present: Dr. G. Fred McNally (Chairman), Edmonton; Mr. T. D. Anderson, Acting General Secretary, Canadian Legion, British Empire Service League, Dominion Command, Ottawa; Mr. L. S. Beattie, Director of Vocational Education, Department of Education, Toronto; Dr. F. D. Fairey, Deputy Minister, Department of Education, Victoria, B.C.; Mr. E. K. Ford,

Director of Vocational Education, Department of Education, Halifax; Mr. E. V. Gage, President Byers Construction Co., Montreal; Miss Marion M. Graham, Saskatoon; Mr. W. Jenoves, Vice-President, Trades and Labour Congress of Canada, Toronto; Mr. N. C. MacKay, Director of Extension, Department of Agriculture, Winnipeg; Mr. G. Poisson, Deputy Minister, Department of Youth and Social Welfare, Quebec; Mr. C. B. C. Scott, General Personnel Manager, Massey-Harris Co., Toronto; Dr. L. W. Shaw, Director of Education, Department of Education, Charlottetown.

Others present included:—

Mr. J. W. McNutt, Regional Director, Canadian Vocational Training, Fredericton; Mr. W. H. Kerr, Regional Director, CVT, Toronto; Mr. W. A. Ross, Regional Director, CVT, Regina; Mr. A. W. Crawford, Director of Training, Department of Veterans Affairs, Ottawa; Mr. R. F. Thompson, Director of Training, Department of Labour, Ottawa; Mr. C. R. Ford, Supervisor of Technical Training, Department of Labour, Ottawa; Mr. S. H. McLaren, Chief Executive Officer, Unemployment Insurance Commission, Ottawa; Mr. H. C. Hudson, Supervisor, Special Placements Division, Unemployment Insurance Commission, Ottawa; Mr. E. N. Mitchell, Secretary, National Employment Committee, Ottawa; Mr. H. W. Jamieson, Superintendent of Educational Training, DVA, Ottawa.

In a brief introductory address the Chairman, Dr. G. F. McNally, welcomed the new members of the Council, Messrs. T. D. Anderson, L. S. Beattie, E. V. Gage, W. Jenoves and Dr. L. W. Shaw. He asked for a standing tribute to the late Dr. F. Peacock and the late J. C. Herwig, former members, who, he said, "had made such a notable contribution" to the work of the Council, as well as in their respective fields of education and veterans' rehabilitation.

Deputy Minister's Address

Dr. Arthur MacNamara, Deputy Minister of Labour, in the course of a brief address to the Council, referred to the prospect of extending vocational assistance to the new province of Newfoundland and suggested that the Council appoint a representative to a committee working on the rehabilitation of the handicapped. He stressed the importance of vocational guidance and industrial counselling in connection with vocational education.

Report of the Director of Training

In his review of the work of the Training Branch during the winter months, the Director, Mr. R. F. Thompson, stated that eight training centres had been taken over by provincial governments within recent months, and that the buildings at these centres were no longer on charge to the Department of Labour. There were, he said, a total of 421 veterans still under CV training in all provinces except Prince Edward Island and British Columbia and payment was being made to the provinces on a per diem basis. In Quebec, the regular provincial vocational schools were providing instruction for veterans.

Mr. Thompson stated that "practically all the equipment originally purchased by the Dominion for veterans' training has been disposed of," the greater portion being purchased by the provinces, or turned over to the War Assets Corporation.

At the request of the Department of National Defence (Army) a few CVT centres were being used to train enlisted personnel. The Department of Labour is reimbursed for this, by the Department of National Defence, at the rate of \$2.25 for each day's training.

Apprentice Training.—Under the terms of P.C. 5517, dated December 21, 1948, changes were made in the Dominion-Provincial agreements to provide full time pre-employment training for apprentices. Such classes "have so far been started only in Nova Scotia and New Brunswick," the Director said.

Training Unemployed Workers.—During the latter part of the fiscal year 1948-49 classes for unemployed workers were started in Manitoba and British Columbia and greatly extended in Nova Scotia. In the apprentice centres and some of the regular schools in Quebec, training was being given to unemployed persons, many of whom were referred by the National Employment Service.

Newfoundland.—The Director reported that preliminary steps had been taken with officials of the government of Newfoundland with a view to having them consider the adoption of the Dominion-Provincial Vocational Training Agreement already in force in the other provinces of Canada.

The Veterans' Vocational Training School in St. John's was reported to be still in operation, although its functions had changed. Of the 600 veteran students who had enrolled, 525 had graduated. The school is now being operated as a youth training centre during the day and for

adults and apprentices in the evening. Instruction is given in motor mechanics, sheet metal, electricity, plumbing, carpentry, and bricklaying. The provincial authorities plan to maintain the present establishment until the new government of the province has agreed upon its future educational policy.

Director's Report Discussed

It was revealed that while the total enrolment of apprentices was "somewhat larger than last year" in Nova Scotia, there had been "a sharp drop in the building trades." In the Prairie provinces, on the other hand, it was asserted that the enrolment of apprentices was increasing, or, at least remaining fairly constant, with the majority of enrolled apprentices being in the building trades. Some of the other provinces reported drops in the number of apprentices. This was attributed to (a) labourers receiving higher pay than first-year apprentices; (b) the long period of apprenticeship during which wages were comparatively low; (c) the reluctance of employers to indenture apprentices, and contract to give them employment for three or four years in advance.

Counter measures were expected to do much to offset these disadvantages, in some measure at least. It had been suggested to the provincial apprenticeship authorities that (1) a ratio be established for the trade as a whole in a province; (2) that apprentices be indentured to a trade as a whole, or to the Apprenticeship Board, or to the appropriate trade union, rather than to individual employers; (3) that pre-employment training be made available for prospective apprentices.

It was stated that seasonal employment in many parts of the country might be a factor in reducing the number of apprentices in the building trades. Mr. Thompson pointed out that winter slack periods in such trades were being used for classroom training. He drew attention to the apprentice system in New South Wales, which, he said, was designed "to take care of periods of decreased employment." It provided for two classes of apprentices (1) indentured apprentices and (2) learners. "The indentured apprentices are indentured for a given period, and receive a lower rate of wages than the learner apprentice who works at the trade whenever work is available, and an accumulative record is kept of the time served until he has served his complete period of apprenticeship."

The opinion was expressed that more could be done by training tradesmen in classes than is generally believed, but that

the process was expensive. It was revealed that Ontario vocational schools were making an effort to interest youth in the building trades by introducing courses in these trades in the schools and experience was being provided in on-the-job projects.

Veterans' Training.—Mr. A. W. Crawford, Director of Training, DVA, stated that there were 4,558 veterans still in various forms of vocational training; 23,024 veterans in universities and 651 in correspondence courses. Those in vocational training were in business colleges, technical institutes, training-on-the-job, in correspondence schools, or in private schools, he said. He pointed out that "575 new veterans came in for training during the past year, and 18 had enrolled during the month of March, 1949." He was of the opinion that "there was every likelihood that the training of veterans would continue for some time."

Mr. H. W. Jamieson, Superintendent of Veterans' Training, DVA, stated that it seemed likely that some 16,000 men and women (veterans) would still be in the universities when the fall term opens in September and that between 8,000 and 9,000 others would graduate this spring. About seven or eight out of ten graduates will go out to employment; two will go to further their training and about one in ten plan to take post-graduate training. Of the student veterans who took training in United States schools, about 90 per cent have returned to Canada, Mr. Jamieson said.

Members of the CVT Advisory Council and representatives of the Department of Veterans Affairs declared that the National Employment Service had done "an excellent job" in placing veterans and civilians from universities in suitable employment.

Training of Armed Services Personnel.

—Mr. R. F. Thompson, Director of Training, reported that negotiations had been conducted with the object of having the Training Branch and provincial schools provide basic training for persons in the Armed Services. A new schedule (K) to provide for this training had been suggested, as an addition to the Vocational Training agreements, and \$500,000 had been provided in the estimates for the training. However, the number of trainees sent forward had been "disappointingly small," he said. Mr. Thompson stated that "it now appeared that the Army would provide training for its own men in its own centres" leaving only the overflow to be trained in the provincial schools. However, the Council agreed that the Training Branch was willing "to co-operate and assist in the

training of Service personnel in any way possible," but that the trainees should be subject to the ordinary discipline of the school.

Unemployed Workers.—The Director of Training, Mr. R. F. Thompson, reported that the Vocational Training Co-Ordination Act had been amended, so as to include all unemployed workers under its provisions. He explained that no classes were operated in apprenticeable trades under this schedule and that local advisory committees had been set up to assist in the selection of trainees and courses.

Mr. H. C. Hudson, Supervisor of Special Placements, UIC, stated that special instructions had been sent to NES offices in connection with the training of unemployed persons and that a designated official in each office was given the responsibility of keeping a check on the live file of benefit recipients for possible referrals to the selection committees.

In accordance with the suggestion of Dr. MacNamara that a representative be appointed to the Interdepartmental Committee on the Rehabilitation of Handicapped persons, the Council named Mr. R. F. Thompson, Director of Training.

Concerning the payment of allowances to *unemployed trainees*, it was stated that four different scales of allowances were in effect throughout the country, namely for: (1) single trainees living at home; (2) single trainees living away from home; (3) married trainees living at home (4) married trainees living away from home. The discussion of the problem revealed considerable variation in the opinions of the Council members as to the extent to which such trainees should be subsidized and the matter was laid over for further consideration at the next meeting of the Council.

Report of Supervisor of Technical Training

Mr. C. R. Ford, Supervisor of Technical Training, stated that the construction of new buildings, addition to existing buildings and equipping of vocational departments, continued to be one of the important activities under the Vocational Schools' Assistance Agreement. He reported that 46 building projects had been completed and the schools in operation; 29 were under construction, most of which will be ready by September, and 31 had not reached the building stage.

During recent months, 56 schools, including one in Newfoundland, had been visited by the executive officials of the Training Branch and the standard of vocational work was found to be improving, particularly in

the newer and smaller composite types of schools. In some of the Western provinces, Mr. Ford said, a move was underway to evaluate the vocational courses as taught in the composite high schools in terms of time-credit in apprenticeship. In Ontario and Quebec part-time training plans had been reported from five schools. Under this program the students will spend portions of their senior year working for employers in their fields of specialization.

A committee of the Advisory Council, composed of Messrs. G. Poisson, L. S. Beattie, W. A. Ross and Dr. L. W. Shaw, was named to study the whole question of student aid. This committee will have access to all available data that had been gathered on the subject by the Training Branch.

Youth Training

The Director of Training stated that the Youth training enrolment had remained fairly constant during the year. With the exception of courses for nurses' aides and certain courses mainly for rural young people, the types of courses had also been similar to those of previous years. Financial assistance had been given to 2,462 students, either by way of grants or loans—\$256,000 in grants, and \$151,000 in loans.

The establishment of a permanent "Revolving Student Aid Fund," derived from funds already contributed by the Federal Government and from contributions made by the provinces was discussed at length by the Council. As there was considerable divergence of opinion concerning the proposal, it was agreed that a Committee of four, be named by the Chairman and by the Director of Training to give the matter further study and report at the next meeting of the Council.

Vocational Training in Penitentiaries

A report prepared by Assistant Commissioner of Penitentiaries, J. A. McLaughlin, was presented by Mr. C. R. Ford. It reviewed the vocational training program being carried on in Canadian penitentiaries, as outlined at the previous meeting of the Advisory Council (L.G., Dec., 1948, p. 1391).

During recent months the training program inaugurated in two penal institutions had been extended to others in eastern and western Canada. Courses in construction, carpentry, painting, decorating, rural repair, plumbing, steam and gas fitting, plastering and tile setting were among the trades on the syllabi of the penitentiary courses. "We are stimulated by the results of training in these early stages. Nevertheless, in

in the final analysis, the measure of success . . . will always remain with the man we have trained—in his reaction to the comparative freedom of civil life compared to the restrictions of penitentiary routine,” Mr. McLaughlin said.

It was pointed out that “the general educational level of many good prospective candidates for training (in the penitentiaries) is too low for them to benefit fully from the training . . . or to hold their own in competition outside. Accordingly, pre-vocational academic classes have been started for those who are on the waiting

list.” The general vocational training program had “advanced in recent months to the point where mental age tests are now an aid to Penitentiary Classification Boards in selecting potential trainees. “Experimental use was also made of mechanical aptitude and interest preference tests.” These will always be supplemented by personal interview in the screening process, Mr. McLaughlin stated.

The next meeting of the Advisory Council will be held in Ottawa on November 14, 1949.

INTERNATIONAL LABOUR ORGANIZATION

Third Session of Industrial Committee on Coal Mining, Pittsburgh, Pa., April 19-30, 1949

Revision of Convention No. 46, limiting hours of work in coal mines, was recommended, to bring it into line with technical, economic and social conditions in the industry.

The protection of young workers employed underground was discussed, and resolutions were adopted fixing a minimum age for admission to employment in coal mines, and governing night work, weekly rest periods and paid holidays.

In its third session held at Pittsburgh, Pa., April 19-30, 1949, the Coal Mines Committee of the International Labour Organization adopted resolutions proposing the revision of Convention No. 46, limiting hours of work in coal mines. It also adopted resolutions concerning (1) medical examination for admission to employment in coal mines; (2) night work of young persons in coal mines; (3) weekly rest and annual paid holidays of young workers in coal mines; (4) registers and records covering young workers; and (5) retraining of physically incapacitated miners.

Nine of the twelve coal producing countries represented on the Committee, namely, Belgium, Canada, United States of America, France, India, Netherlands, Poland, United Kingdom and the Union of South Africa, sent tripartite delegates, consisting of Government, Employers' and Workers' Members. Turkey was represented by a Government Member while Japan sent observers only.

The Canadian delegation was as follows:

Government Delegates

Mr. H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B.; Mr. D. J. Sutherland, Industrial Relations Officer, Ottawa, Ont.

Employers' Delegates

Mr. Vincent A. Cooney, Executive Secretary, Domestic Coal Operators' Association of Western Canada, Calgary Alta.; Mr. W. C. Whittaker, Secretary and Commissioner, Western Canada Bituminous Coal Operators' Association, Calgary, Alta.

Workers' Delegates

Mr. Robert Livett, President, District No. 18, United Mine Workers of America, Calgary, Alta.; Mr. Freeman Jenkins, President, District No. 26, United Mine Workers of America, Glace Bay, N.S.

By a decision of the Governing Body of the International Labour Organization, Mr. Leon Eli Troclet, Member of the Governing Body and Minister of Labour and Social Welfare for Belgium, who had

presided over the first two sessions of the Committee, again acted as Chairman. The Committee elected as Vice-Chairman Mr. F. H. W. Curtin (Union of South Africa) for the Employers' Group and Mr. Thomas Kennedy (United States) for the Workers' Group.

Addresses of Welcome

The delegates were welcomed by Mr. David L. Lawrence, Mayor of Pittsburgh, and by Mr. Michael J. Galvin, Assistant Secretary of Labour of the United States Government.

Chairman's Address

Mr. Leon Eli Troclet in his opening address reviewed at some length the action taken by the previous sessions of the Coal Committee, which, he stated, was the first Committee established by the International Labour Organization and if this Committee fails, in all probability all the other committees would also fail.

Steering Committee

Mr. H. Weiss (United States), Mr. S. C. Aggarwal (India) and Mr. Jean Stanczyk (Poland) were elected Members of the Steering Committee. Mr. Delattre (Belgium) was elected Vice-Chairman.

Procedure of Committee

Mr. Albert Guigui (France), Executive Secretary, outlined the first items on the agenda which he stated were the action in various countries in the light of the conclusions of the second session of the Committee; steps taken by the ILO Office to follow up studies and inquiries proposed by the Committee; and recent developments in the industry.

Following the opening plenary sittings, three sub-committees were appointed: (1) on hours of labour in coal mines, with nine members from each group; (2) retraining of physically incapacitated miners, five members from each group; and (3) protection of young workers employed underground in coal mines, five members from each group. There was no limit to the number of substitutes on these committees.

Sub-committee on Hours of Work

Mr. Troclet, Government representative on the Governing Body was elected Chairman of this Committee with Mr. Koenig, Employers' Member (United States) and Sir William Lawther, Workers' Member (United Kingdom), Vice-Chairman.

In introducing the discussion on this question the Chairman drew the attention of the Sub-committee to the Report prepared by the Office concerning hours of work in coal mines (Report IV). He recalled that the Governing Body, by placing the question of hours of work on the agenda of the present session, had given effect to the resolution adopted by the second session of the Committee in Geneva in 1947. On the instructions of the Governing Body, the Office had carried out the inquiry requested by the Committee—an inquiry for the purpose of ascertaining the reasons why Convention No. 46 limiting the hours of work in Coal Mines (revised in 1935) had been ratified by only a very small number of countries. The results of this inquiry, which appeared in the Report prepared by the Office, showed that difficulties of an economic and political nature, allied to the general world situation, had so far hindered and still continued to hinder the ratification of this Convention. They also revealed that, even apart from these difficulties, several countries would be embarrassed by various provisions of the Convention which were too far removed from actual practice and custom in their coal-mining industries.

To facilitate discussion, the Chairman submitted a program of work and suggested for examination a series of principles concerning the question under discussion. This program drew attention to the possibility of a revision of the 1935 Convention. Such a revision, he stated, would take account of increased productivity and would introduce into the Convention a weekly limitation of hours of presence in the mine shorter than the period prescribed in the provisions of the existing Convention without, however, bringing about any lowering of the standard of living of the workers.

In the general discussion, the Sub-committee had before it not only the proposals contained in the program of work submitted by the Chairman but also a draft resolution submitted by the Employers' Group.

The draft resolution stated that difficulties of an economic, political and technical nature had so far prevented the application of international measures aiming at the limitation of hours of work in coal mines, and that the question of hours of work should only be placed on the agenda of a future meeting of the Committee when economic, political and technical conditions justified the resumption of the study of this problem. It further affirmed that constructive proposals need not imply any modification of the principles set forth in the Miners' Charter. The draft resolution

therefore invited the Governing Body to instruct the International Labour Office to undertake, at the appropriate time, an inquiry with a view to determining the manner in which international agreements might be entered into which would meet the aspirations of Governments, employers and workers, while respecting customs and methods of work prevailing in the various coal producing countries. If such an inquiry were made, the results should be communicated to all the parties concerned prior to the session of the Committee for which the Governing Body considered it opportune that the matter should again be placed on the agenda.

After considerable discussion in which some of the Workers' representatives, including the Canadian members, pointed out that the draft resolution presented by the Employers' Group would achieve practically no results, the United States Government Member submitted the following draft resolution:—

The Committee is of the opinion that Convention No. 46 limiting hours of work in Coal Mines (1935) should be the subject of revision. The purpose of such revision is to eliminate, in so far as possible, the technical difficulties which have developed, and to bring the terms of the Convention in line with current conditions in the coal mining industry. The Office should be requested to develop, on the basis of inquiry a proposed draft of a revised Convention which might be acceptable to the largest number of producing countries. This proposed draft should be placed on the agenda of the next session of the Coal Mines Committee.

It was finally agreed, after further discussion, that mention should be made of the Miners' Charter, and that the following words should, therefore, be added at the end of the second sentence of the draft resolution: "without prejudice, however, to the principles set forth in the Miners' Charter, adopted at the first session of the Coal Mines Committee in London in 1945." The amended draft resolution was adopted by a vote of twenty-four to one with one abstention and read as follows:—

The Committee is of the opinion that Convention No. 46 limiting hours of work in Coal Mines (Revised 1935) should be the subject of revision. The purpose of such revision is to eliminate, in so far as possible, the technical difficulties which have developed, and to bring the terms of the Convention in line with technical, economic and social conditions in the coal mining industry, without prejudice, however, to the principles set forth in the Miners' Charter, adopted at the first session of the Coal Mines Committee in London in 1945. The Office should be requested to develop, on the basis of inquiry, a proposed draft of a revised Convention which might be acceptable to the largest number of producing countries.

The Committee recommends to the Governing Body that it extend every possible effort to place the proposed draft on the agenda of the next session of the Coal Mines Committee.

Later in the plenary session this draft resolution was adopted by a vote of forty-five to four.

Protection of Young Workers Employed Underground in Coal Mines

The Chairman of this Sub-committee was Mr. Boulet, Belgian Government member with Mr. LeBlanc, Belgian Employers' member and Mr. Bowman, United Kingdom Workers' member as Vice-Chairman.

In view of the limitation upon the number of sittings as provided by the Steering Committee, the Sub-committee proceeded immediately to an examination of the first point prepared for discussion concerning the age of admission to underground work in coal mines.

1. Age of Admission to Underground Work in Coal Mines

The Sub-committee directed its attention to the principles adopted by the International Labour Conference in two Conventions governing minimum age of admission to employment (industry). The first Convention adopted in 1919 fixed in general the age of admission to employment in industry at fourteen years; the second, a revised Convention adopted in 1937, fixed the age at fifteen years, but it still had been ratified by few countries. In the resolution on the protection of children and young workers adopted by the International Labour Conference in 1945, a recommendation of sixteen years was made as a goal to be reached when this should become practicable. The Chairman called attention to the principle of fixing a higher age of admission to employment in hazardous occupations provided for in the revised Convention of 1937 and recommended in the Resolution on protection of young workers in 1945. He pointed out that the Sub-committee had the alternative of fixing an international standard for age of admission to underground work in the coal mines or of proposing a general principle only, such as that the age of admission for underground work should be higher than the age of admission to industrial occupations.

After further discussion three alternative proposals were then presented to the Committee: (1) a proposal from the Workers' Group providing for vocational training of not less than one year and admission to full underground employment at seventeen years of age; (2) a proposal from the Netherlands and United States

Government Members, amended thereafter by the United States Government Member, providing for at least one year of vocational training and admission to employment underground at not less than sixteen years; and (3) a proposal put forward by the Chairman before the amendment by United States Government Member to the second proposal, recommending that effect be given to the resolution on vocational training adopted by the Second Session of the Coal Mining Committee in 1947 and that the age of admission to full underground employment in coal mines be fixed at not less than sixteen years.

After prolonged discussion the Sub-committee proceeded to the vote. The result was that the first alternative proposed was adopted by a vote of seven to six, with two abstentions. The second alternative was rejected with a vote of seven to eight with no abstentions, but the Indian Government Member indicated thereafter that had he realized that members were voting "yes" or "no" for more than one proposal he would have changed his vote from "no" to "yes", thus reversing the vote. Inasmuch as the Sub-committee was therefore in the position of having adopted resolutions which, in effect, recommended a minimum age of full employment underground in coal mines of both sixteen and seventeen years, the Chairman proposed to include all the votes in the report of the Sub-committee, thus referring a decision on the subject to the Coal Mines Committee in plenary session.

2. Medical Examination and Re-examination

In the discussion on this subject, it was pointed out that this Convention had not yet been ratified by many countries, although the subject was being studied in Belgium, France and the United Kingdom, where the variations from the terms of the Convention by national provisions were not great. Upon agreement in principle by the members of the Sub-committee on the suggestion that the examination covering young workers employed underground in coal mines might be extended "up to the age of twenty-one years at least." The Chairman drafted a resolution which proposed:—

1. that as soon as possible a system be instituted of medical examinations for admission to employment in coal mines of children and adolescents of less than eighteen years of age;
2. that for children and adolescents engaged in underground work in coal mines a medical examination and periodical re-examination should be required up to the age of twenty-one years at least;

3. that steps should be taken to ensure the reorientation or the physical and vocational rehabilitation, if possible, within the coal mining industry itself, of children and adolescents the medical examination of whom after a period of underground work had revealed handicaps, anomalies or deficiencies.

While the Indian Government Member pointed out that medical examinations from eighteen to twenty-one years would hardly be applicable to India, it was shown to him that under the terms of the Convention special provisions were made for India. There was then general agreement to adopt the first two points of the Resolution proposed.

As regards the third point, the reorientation and rehabilitation of young workers found to be handicapped, it was suggested by various Employers' and Government members that this should be the responsibility of Governments rather than of the coal mining industry. It was suggested also that this question might more properly be dealt with by the Sub-committee on Retraining of Disabled Miners. However, the Workers' Group insisted that this point should be dealt with by one sub-committee or the other, if the subject of medical examination was to be approved as provided in the first two points, lest workers suffer discrimination as a result of the examinations. After the Chairman had pointed out that the recommendation would be directed to Governments and not to the coal mining industry the Sub-committee decided without opposition to adopt the resolution including the three points as presented by the Chairman, with the addition at the conclusion of the paragraph of the words "resulting from underground employment". The representative of the Secretary-General agreed, however, to report the decision to the Sub-committee on Retraining of Disabled Miners.

3. Night Work, Weekly Rest and Paid Holidays

(a) Night Work.—The Chairman of the Sub-committee suggested that a draft resolution along lines similar to those which he had proposed as regards medical examination should be adopted. At the suggestion of the Sub-committee, the Chairman prepared such a resolution inviting the Governing Body of the ILO to recommend to Governments of the countries, members of Coal Mines Committee, which have not yet ratified the Convention (No. 90) concerning night work of young persons in industry to apply the principal provisions of this Convention as soon as possible to young workers of less than eighteen years

of age engaged in underground work in coal mines. The Sub-committee adopted this resolution without opposition.

(b) *Weekly Rest Periods.*—The Sub-committee adopted a resolution without opposition which called for a rest period each week without exception of thirty-six hours if possible and a minimum of twenty-four consecutive hours.

(c) *Paid Holidays.*—The Workers' Group requested that young workers employed underground should enjoy the benefit of annual paid holidays of at least four weeks per year but this was opposed by a Government Member and an Employers' Member, the latter on the ground that it was not desirable to make special provisions of this nature for young workers, and the former for the reason that young workers in his country are granted a night's rest of eleven hours a day between 7 o'clock in the evening and 6 o'clock in the morning, so that special holidays were not necessary and could not, in fact be granted.

The Chairman directed the attention of the members of the Sub-committee to the Resolution (No. 11) adopted by the Conference in 1945, concerning the protection of children and young workers. He pointed out that this Resolution contained a provision according to which annual paid holidays should comprise at least twelve working days a year, taken consecutively, for all young workers under eighteen years of age and eighteen working days a year for young workers engaged in a particularly unhealthy or arduous occupation, adding that the Sub-committee might consider this latter provision as appropriate for young persons occupied in underground work in coal mines.

After some discussion, the Sub-committee adopted by a vote of eleven to four, with no abstentions, the proposal recommending eighteen working days per year as paid holidays for young workers under eighteen years of age employed underground in coal mines.

4. Registers and Records Concerning Young Workers in Coal Mines

The Chairman pointed out that the draft Resolution already adopted by the Sub-committee called for granting to young persons employed underground in coal mines the advantages provided by several Conventions. It seemed to him logical, therefore, under these conditions that the Sub-committee adopt a draft Resolution providing that the register and records called for by these Conventions as well as useful documents which give precise information concerning rest periods and

holidays enjoyed by young workers, should be required to be placed at the disposition of the competent authorities. The Sub-committee adopted the draft Resolution as proposed by the Chairman by a vote of fourteen to none with one abstention.

In plenary session the Resolutions submitted by the Sub-committee on the protection of young workers concerning night work of young persons in coal mines and registers and records concerning young workers were adopted unanimously. The Resolution concerning weekly rest and annual paid holidays of young workers in coal mines was adopted with only four members opposed. The Resolution fixing sixteen as the minimum age of admission to full daily employment underground in coal mines was adopted by a vote of twenty-one to sixteen with six abstentions. The resolution fixing seventeen as the minimum age of admission also was adopted by a vote of 17 to 15 with 6 abstentions.

The text of the resolution as finally adopted was as follows:—

The Governing Body of the International Labour Office is requested to convey to Governments the Committee's earnest hope that effect will be given to its Resolution of 1947 concerning Apprenticeship and Vocational Training in Coal Mines and that all young workers seeking a career in underground work in coal mines will receive the advantages of vocational guidance and training during the course of the period intervening between the school-leaving age and the age of admission to full daily underground work in coal mines, which should in no case be less than 16 years.

Retraining of Physically Incapacitated Miners

The Chairman of this Sub-committee was Dr. Timmerman, Government Member, Union of South Africa, with Mr. Guillaume, Employers' Member, France, and Mr. Rochat, Workers' Member, Union of South Africa, as Vice-Chairman.

In view of the limited time at its disposal the Sub-committee decided to start its deliberations by examining the points for discussion contained in the report on vocational retraining of disabled miners prepared by the ILO Office for this session of the Coal Mines Committee.

The members of the Sub-committee were in general agreement that a distinction had to be drawn between vocational retraining of disabled miners with a view to their absorption in the mining industry and retraining of disabled miners for employment in other industries. It was pointed out that the selection of disabled mine workers to be retrained for work in the mines should be made with special care and precaution.

The Employers' Members submitted a draft Resolution for consideration while the Workers' Members submitted their proposals by way of amendments to the text of the Resolution presented by the Employers.

Each paragraph of the proposed Resolution was taken up and after considerable discussion which resulted in certain amendments being made, the report was unanimously adopted by the Sub-committee. At the final plenary session the Resolution of the Sub-committee was unanimously adopted and reads as follows:—

1. The retraining of mine workers physically incapacitated by accidents at work or by specific industrial diseases defined by statute as ranking with accidents at work should be organized;
2. During or at the latest at the end of the medical treatment each disabled mine worker should be given vocational guidance tests to determine the possibilities of retraining and re-employment of the individual and to determine the organization responsible for such re-training;
3. Disabled mine workers who can be re-employed in the mining industry should be provided with progressive technical and practical facilities for retraining, combined where possible with remunerative work useful to the mining industry, with a view to their re-employment in work best suited to their clinical condition;
4. In view of the preceding considerations every effort should be made to provide these disabled mine workers with work suitable for their residual abilities, and to ensure that these disabled mine workers have an incentive to seek their gradual up-grading to the highest level of activity without forgetting the jobs necessary for young workers and disabled ex-servicemen; for this purpose a list of suitable work should be drawn up locally, subject to mutual agreement between the mine operators and the local representatives of the Workers' organizations;
5. In the various countries there should be established such industries as may afford the maximum possibilities for work suitable for disabled mine workers.

108th Session of the Governing Body of the International Labour Office

The 108th Session of the Governing Body of the International Labour Office was held at Geneva, under the Chairmanship of Mr. S. Lall, Indian Government member, from March 4 to March 8, 1949.

In the absence of Dr. Arthur MacNamara, Deputy Minister of Labour and regular Government representative on the Governing Body, the Canadian Government was represented as follows:—

Other Resolutions Submitted

1. By Mr. Dobrzynski, Workers' delegate (Poland):

The Governing Body of the International Labour Office is requested to take energetic steps against all acts of persecution of the trade union movement and acts which hamper its liberty and rights.

This Resolution was defeated by a vote of eight to thirty-four with six abstentions.

2. By Mr. Weiss, Government delegate (United States) and amended by the Steering Committee:

The Governing Body of the International Labour Office is invited to take such further measures as are desirable for developing methods of uniform reporting in the coal mining industry which can readily be used for comparative purposes.

This Resolution was unanimously adopted.

3. By Mr. Jean, Government delegate (France) and Mr. Meyers, Government delegate (Belgium) and amended by the Steering Committee:

(a) The Governing Body of the International Labour Office is invited to instruct the Office to undertake a study of productivity in coal mining, in co-operation as far as practicable with appropriate national and international agencies. With this in view the Office should supplement the study of modernization in the General Report and the study should deal not only with mechanization but also with other factors, such as living and working conditions, which affect the amount of coal produced per hour of work. It should also compare average output in various areas, taking account as far as possible of varying conditions in the different areas.

(b) The Governing Body is invited to include this subject in the agenda of the next session of the Coal Mines Committee.

By a vote of twenty-five for to fifteen against with nine abstentions the Resolution was adopted.

Substitute Government Member: Mr. Arthur Brown, Assistant to the Deputy Minister of Labour, Ottawa.

Alternate: Dr. Paul Emile Renaud, Counsellor, Canadian Legation in Switzerland, Deputy Permanent Representative of Canada to the European Office of the United Nations at Geneva.

Adviser: Mr. Norman F. H. Berlis, 2nd Secretary of Legation, Canadian Permanent Delegation to the United Nations, Geneva.

Manpower Program

In March, 1948, the Governing Body authorized the International Labour Office to undertake an active program on manpower problems in Europe and among other things to convene small meetings of experts in agreement with the officers of the Governing Body. In accordance with this program a meeting of experts on technical problems of employment service organization was held in London from December 13 to 18, 1948, and the report of the meeting was before the Governing Body at its 108th Session for consideration.

It was suggested in the report that the Governing Body should authorize the Office—

(a) to circulate the report to all Member States of the International Labour Organization, to the United Nations and the Specialized Agencies, to the Organization for European Economic Co-operation, and to the International Co-ordinating Committee for European Migratory Movements; and

(b) to undertake the tasks suggested by the meeting of experts in connection with occupational nomenclature, viz., collection and collation of information on the systems of occupational descriptions and their effectiveness; consultation of experts on the possibility of establishing general principles applicable to national systems; and continuance of enquiries into the descriptions of occupations of present concern in migration problems.

The report was unanimously adopted.

During the discussion on manpower questions, Mr. Zempel made a statement based on a passage of the Inaugural Address delivered by Mr. Truman on January 20.

Mr. Truman had said:—

More than half the people of the world are living in conditions approaching misery . . . their poverty is a handicap and a threat both to them and to more prosperous areas.

For the first time in history humanity possesses the knowledge and the ability to relieve the suffering of these people.

. . . I believe that we should make available to peace-loving peoples the benefits of our store of technical knowledge in order to help them realize their aspirations for a better life. . .

This should be a co-operative enterprise in which all nations work together through the United Nations and its Specialized Agencies. . .

On a later occasion these proposals were described more fully before the Economic

and Social Council by Mr. Thorp, the United States' representative. Mr. Thorp had stressed the need for international co-operation on the level of technical knowledge and resources, of occupational ability and of all the other factors which are of primary importance in determining the increase of productivity and the general progress of world economy. Mr. Zempel, in turn, stated that of all the specialized agencies the International Labour Organization was the best equipped to assist in carrying out this program as outlined by President Truman and in translating technical and economic progress into improved labour standards and social conditions.

The Governing Body welcomed Mr. Zempel's statement and authorized the Director-General and his representatives to take part in the discussions aiming at the establishment of a program of technical assistance of this nature.

Migration

The Governing Body approved a number of recommendations made by the Permanent Migration Committee at its session in January, 1949 (L.G., May, 1949, p. 581) with a view to providing, through consultations and detailed studies, a firmer foundation for the work of the International Labour Organization in the field of migration. Furthermore, the Governing Body authorized the completion of a Draft Model Agreement on migration for land settlement and decided to place this question on the agenda of the next session of the Permanent Migration Committee. The convening of a meeting of representatives of Governments and of international organizations to study methods of developing migration movements was also approved in principle, on the understanding that the Director-General of the Office should first consult the Governments concerned.

The report of the Permanent Migration Committee included certain proposals relating to the exchange of trainees. Several members of the Governing Body expressed the view that this problem was a manpower problem and the Governing Body accordingly decided to refer it to a joint meeting of all the regional manpower committees.

Fellowship Programs

The proposals submitted to the Governing Body on this subject related to two different points. The first was the establishment of a joint fellowships program organized and administered on behalf of the United Nations and all the specialized agencies. After several speakers had stressed the importance of co-ordination in

this field, Mr. Goldet, representative of the United Nations, informed the Governing Body of the existence of a working party, set up under the auspices of the Administrative Committee on Co-ordination for the special purpose of standardizing the methods of granting fellowships. The Governing Body confirmed the authorization it had previously granted to the Director-General to enter into negotiations with the Administrative Committee on Co-ordination and to report at the next session of the Governing Body on the result of these negotiations.

The second point submitted to the Governing Body related to the establishment of a special program of grants for the study of the working of the International Labour Organization itself. The Governing Body approved this proposal in principle, and requested the Director-General to submit at the next session a detailed plan for the application of such a program.

Exercise of Freedom of Association

On behalf of the Workers' group, Mr. Léon Jouhaux asked that the Office should undertake an enquiry into the position of trade unions in Venezuela. Mr. Jouhaux emphasized the fact that it was the duty of the Office to ensure that the right of workers to belong to a trade union of their choice, and not to one chosen by their Government, whatever the nature of that Government, should be respected by all the States Members. The proposal of Mr. Jouhaux was seconded by Mr. Altman, who urged that the enquiry should not be restricted to Venezuela, but should be extended to all the cases of violation of freedom of association mentioned in the memorandum presented to the Economic and Social Council by the World Federation of Trade Unions. The Director-General stated that he had also received from the Venezuelan trade union movement a request similar to that made by the Workers' group of the Governing Body. He added that the Economic and Social Council was considering the problem of the position of the trade union movement in different countries, and would most probably refer the question to the International Labour Office, which was clearly the competent body to deal with it. The Governing Body approved a proposal of the Director-General that the Office should be requested to collect the necessary information and to submit it to the next session of the Governing Body for consideration, together with any proposals for appropriate action.

Budget for 1950

The Governing Body unanimously decided to recommend to the International Labour Conference the adoption of a budget for 1950 of \$5,972,150.

Industrial Committees

The Committee on Industrial Committees reported that it had given preliminary consideration to the steps which might be taken to carry the conclusions of the Industrial Committees into effect and agreed—

(a) that the Office should be asked to analyse and classify the Resolutions already adopted by the Industrial Committees and to prepare a statement to be submitted for information to the Committee on Industrial Committees at its next meeting;

(b) that the Office should be asked to prepare for the next meeting of the Committee a note on methods for the use of the Office, governments and employers' and workers' organizations with a view to ensuring consideration for the conclusions of the Industrial Committees. This document should not merely review current practices but should contain proposals for the improvement of the methods at present being followed and for the establishment of a procedure for obtaining information from Governments as to the action taken in their countries in the light of the conclusions adopted by the Industrial Committees.

The Governing Body endorsed these two proposals.

The Governing Body decided that the following countries should be invited to be represented on the new Committee on Work in plantations: Belgium, Brazil, Burma, Ceylon, France, India, Liberia, The Netherlands, Pakistan, Portugal, Siam, and the United Kingdom. It was understood that countries in this list responsible for the administration of non-metropolitan territories where plantations activities are carried out on an important scale would make every effort to see that the interests of the parties directly concerned were properly represented.

International Red Cross

The Governing Body decided to inform the International Committee of the Red Cross that the International Labour Organization attaches the greatest importance to the humane treatment of prisoners of war and civilian internees, and urges that the employment of prisoners of war and internee labour should be appropriately regulated with due regard to the standards laid down in the Conventions and Recommendations adopted by the International Labour Conference.

The Director-General was authorized to communicate the text of the Universal Declaration of Human Rights (L.G., Feb., 1949, p. 162) adopted by the Third General Assembly of the United Nations to the States Members of the ILO referring to the terms of the resolution of the Assembly and drawing attention to the desirability of using the machinery of the International Labour Organization for such further international action as may be desirable to implement those of the principles enunciated in the Declaration which relate to matters within the field of action of the ILO.

Furthermore, the Governing Body authorized the Director-General to communicate to the Secretary-General of the United Nations the text of a proposed amendment to the article concerning forced labour contained in the proposed International Covenant on Human Rights, and to state that the International Labour Organization contemplates further consideration of the question of forced labour, and that, therefore, the International Labour Organization may be in a position to furnish additional comments to the United Nations on this question. This decision virtually coincided with a resolution adopted by the Economic and Social Council just before the close of the 108th Session of the Governing Body, requesting the International Labour Organization to give further consideration to the problem of forced labour, its scope and characteristics, in the light of all the information available, including the memorandum on the matter submitted by the American Federation of Labour and the verbatim reports of the debates on this question in the Economic and Social Council itself.

Proposed United Nations Declaration of the Rights of the Child

The Governing Body examined this matter in the light of the provisions of the Declaration of Philadelphia (1944) and the Resolution on the Protection of Children and Young Workers adopted at the Paris session of the Conference in 1945, and decided to communicate to the United Nations the following principles as being principles to which the ILO attaches great importance and which the ILO wishes to see implemented, and to urge that the fullest consideration be given to their being incorporated in an appropriate form in the proposed United Nations Charter of the Rights of the Child:—

(1) The child must be given the means requisite for its normal development, both materially and spiritually, in con-

ditions of freedom and dignity, of economic security and equal opportunity.

(2) The child has a right to social security and medical care and to the provision of adequate nutrition, housing, recreation and culture essential to a healthy family environment.

(3) The child must be given assurance of equality of educational and vocational opportunity; he must be put in a position to earn a livelihood in a manner to utilize the fullest measure of his skill and attainments and to make his greatest contribution to the common well-being; he must be protected from every form of exploitation; and, as a young worker, be given adequate protection for his life and health.

World Health Organization

The Governing Body took two decisions designed to secure closer co-operation between the International Labour Organization and the World Health Organization. In order to give effect to a resolution concerning the welfare of seafarers, adopted by the Joint Maritime Commission at its 14th Session (December, 1947), and to a Recommendation adopted in July, 1948, by the First Assembly of the World Health Organization, the Directors-General of the two agencies concerned have for some months been negotiating with a view to establishing a Joint Seafarers' Committee. In this connection the Governing Body adopted the following proposals: the proposed Committee would consist of eight members, four of whom would be appointed by each organization, taking account, as far as possible, of adequate geographical representation. This Committee would meet in Geneva at the earliest possible date, and at its first meeting would explore the ground and decide which items are of the greatest urgency and what procedure should be followed in dealing with them. It was agreed that in determining the agenda of this first meeting the suggestion of the Danish Government concerning a study of compulsory tuberculosis examination of seafarers would be taken into consideration.

Agreement between the two organizations has also almost been reached as a result of negotiations with a view to setting up a Joint Committee on Industrial Hygiene. The Governing Body approved the convocation of a meeting of this Committee and authorized the Director-General, subject to consultation with the Officers of the Governing Body, to appoint not less than four nor more than six experts to represent the International Labour Organization at the sessions of this Joint Committee.

Other Business

The Governing Body reviewed the work of various ILO Committees and conferences, and made plans for future activities in the various fields.

109th Session of Governing Body

The Governing Body decided to hold its 109th Session in Geneva on June 3 and 4, 1949, and also decided that various Committees of the Governing Body should meet from May 27 to June 2, 1949.

ILO TO INVESTIGATE CONDITIONS ON PANAMA SHIPS

The International Labour Organization has convened May 16 to 18 for the first meeting of its tripartite Committee of Inquiry into conditions on ships flying the Panama flag.

The merchant marine of Panama, which was little over half a million tons a short time before the war, has now increased to between two and a half and three million tons, a large proportion of which is owned by foreign shipping companies.

The International Transport Workers' Federation has charged that many ships were transferred to the flag of Panama to evade taxation and currency restrictions, the application of standards to insure safety of life at sea, and the standards of wages and other conditions of employment for seafarers enforced by the advanced maritime countries. The Federation therefore, proposed to boycott as from May 1, the ships that had been transferred for these motives.

The Government of Panama invited the Governing Body of the ILO to nominate a tripartite committee to carry out an impartial inquiry into the charges brought by the ITF, more particularly as regards conditions of safety and conditions of employment on board ships flying the Panama flag. The Governing Body accepted this invitation at its 107th Session in December, 1948, and confirmed at its 108th Session in March, 1949, the nominations of

three distinguished persons of international standing to carry out the inquiry. This is the first occasion on which the ILO has undertaken an inquiry of this particular kind at the request of a Government of a member State.

Israel Joins the ILO

The International Labour Office at Geneva announced on May 16 that Israel had become a member of the International Labour Organization.

As a result, the number of countries in the Organization is now 61.

Israel joined the ILO under that provision of the constitution which permits a member country of the United Nations to become a member of the ILO by notifying the Director-General of the ILO of its acceptance of the obligations of membership. Israel was accepted into UN membership May 11.

It is expected that Israel will be represented by a delegation at the 32nd general conference of the ILO, June 8 to July 2 at Geneva.

ILO Establishes Technical Training Centre in India

The International Labour Office announced on May 2 the early establishment in India of a field office on technical training. The office will be the first regional office to be set up under the ILO's program of operations which is designed to ensure more efficient use of the world's manpower.

The office will be directed by Svend Pedersen, formerly an official of Lockheed Aircraft Corporation and recently Professor and Vocational Director at Chaffey College, Ontario, Calif.

The office will give direct technical aid on request to the Asian and Far Eastern countries on how to improve their technical training programs aimed at increasing the number of skilled production workers and thereby raising living standards. It will also serve as a regional research and information centre on technical training.

EMIGRATION OF CANADIAN PROFESSIONAL WORKERS

An interesting analysis of the extent of the migration of professional workers from Canada to the United States is contained in the following review of a bulletin prepared by the Bureau of Technical Personnel of the Department of Labour.

During recent years there has been more or less speculation with respect to the extent of the emigration of Canadians who have been trained in one or another of the professions (L.G., June, 1947, p. 771). The latest quarterly bulletin of the Technical Personnel Division of the Department of Labour reviews the situation as it applies to several categories of professional workers, with especial reference to engineers.

Source Material

Data derived from analyses of directories of University graduates and the membership rosters of professional organizations provided one base for the conclusions reached. It is pointed out, however, that such a source might overlook a substantial number of those who had had professional training, but who were not members of their respective professional group or society.

The study made by the Dominion Bureau of Statistics entitled, "The Supply and Demand in the Professions in Canada," provided further relevant material. The Bulletin states that this study, which was based on the 1941 census, classifies by birthplace "approximately 231,000 Canadian professional workers of both sexes, of whom 195,000 or 84 per cent were born in Canada. . . . Included in the total are 18,496 in engineering categories of whom 12,812, or 69 per cent, were born in Canada. The tabulation by birthplace does not include 1,954 who were on active service but, even if it were assumed that all of these were born in Canada, the percentage of Canadian-born would still be only 72 per cent. From this it may be concluded that engineers in Canada are drawn from other countries to a somewhat greater extent than professional workers generally. Engineers, using the higher of the two figures for Canadian-born, would include 19 per cent from the United Kingdom, five per cent from the United States, and four per cent from Europe and Asia."

A comprehensive survey was published in 1942 by the University of Toronto which,

it is stated, indicated very little change from the figures published in a University directory in 1933. "At that time (1933) there were in the United States, less than five per cent of the class of 1930 and less than two per cent of the class of 1932. The numbers from earlier classes had increased only slightly."

Referring to other universities the bulletin states that "the latest available issue of the 'Proceedings of the Engineering Society of Queen's University', published in 1947, lists 2,700 graduates in applied science from that university. Of these, 267 are shown as residing outside of Canada, 203 being in the United States and 64 in other countries. The median year of graduation of those in the United States is 1924. The Graduates' Society of McGill University has published a 'Directory of Graduates—1946' which includes a comprehensive territorial breakdown of all classes up to and including that of 1946. For this institution it is most convenient to deal with the 15-year period 1932 to 1946 inclusive, as graduates in engineering are clearly distinguishable for those years due to the adoption of the term 'Bachelor of Engineering' as a distinctive degree. Of the 1,091 graduates in engineering from these 15 classes, whose addresses were known, 40 or slightly less than four per cent were shown as living in the United States. The Engineering Society of the University of Saskatchewan has included in the recently published 'Saskatchewan Engineer' for 1949, a list of their engineering graduates. This has been analysed on the basis of year of graduation and present location. Of slightly under 1,200 living graduates in engineering from this university, no account has been taken of 140 cases in which either the graduating year or the present address was not given. A spot check suggested that the distribution of these 140 would be not unlike that of the graduates whose whereabouts were actually tabulated.

"The tabulation covers 1,044 graduates of whom 958, or 92 per cent are shown as living in Canada and eight per cent out-

side of Canada. Of this eight per cent about three-quarters are in the United States and the other quarter in various other countries. In the case of this university, the analysis has been split into three decennial periods. Of those graduating in the 1920's, 21 per cent are shown as outside of Canada. For those in the 1930's, the percentage is ten, and for those in the 1940's, it is six."

Conclusions

"An exact picture of the relation between immigration and emigration would be difficult of attainment. It would require accurate information on the place of birth and present whereabouts of every individual

engineer involved. In general terms, however, it appears safe to assume that, for every ten engineers graduating in Canada over a long period, opportunities develop in Canada for about nine. In addition, gainful employment has been found by something more than two engineers from other countries."

For purposes of comparison, information furnished to the Federal Department of Labour by the Immigration and Naturalization Branch of the United States Department of Justice is given in tabular form in the bulletin. One table shows the proportion of professional workers to all types of immigrants to the United States who gave Canada as country of last residence during the years, 1946, 1947, 1948.

TABLE 1.—IMMIGRANTS ADMITTED TO UNITED STATES FROM CANADA BY MAJOR OCCUPATION CLASSES (FISCAL YEARS ENDING JUNE 30)

	1946	1947	1948
Professional Workers	2,064	2,479	2,947
Farmers and Farm Managers.....	430	672	662
Proprietors, Managers, etc.	648	722	742
Clerical, Sales and Kindred Workers.....	2,538	2,750	2,932
Craftsmen, Foremen and Kindred Workers.....	1,172	1,443	1,669
Operatives and Kindred Workers.....	1,107	1,283	1,238
Domestic Service Workers.....	556	752	712
Protective Service Workers.....	.....	.....	19
Service Workers	382	539	495
Farm Labourers and Foremen.....	.....	.....	28
Labourers	494	659	540
No occupation (including wives and children).....	11,043	12,168	12,804
Total	20,434	23,467	24,788

TABLE 2.—IMMIGRANTS ADMITTED TO UNITED STATES FROM CANADA WHO REPORTED THEIR OCCUPATIONS AS PROFESSIONAL WORKERS (FISCAL YEARS ENDING JUNE 30)

	1946	1947	1948
Artists and Art Teachers.....	66	58	62
Editors and Reporters.....	37	42	46
Chemists, Assayers and Metallurgists.....	75	84	90
Clergymen	173	167	199
College Presidents, Professors and Instructors.....	41	68	87
Engineers (Chemical, Civil, Electrical, etc.).....	285	232	251
Musicians and Music Teachers.....	70	88	70
Pharmacists	12	16	21
Physicians and Surgeons.....	104	206	154
Teachers	192	267	286
Trained and Student Nurses.....	246	429	779
Actors and Actresses.....	14	20	16
Librarians	12	27	19
Social and Welfare Workers.....	24	41	34
Professional Workers (Others).....	86	112	106
Designers and Draughtsmen.....	79	74	105
Photographers	32	40	37
Religious Workers	200	186	182
Technicians and Assistants.....	69	85	126
Athletes	56	62	74
Aviators	23	10	7
Dancers, Dancing Teachers and Chorus Girls.....	22	15	14
Healers and Medical Service Workers.....	5	13	22
Radio and Wireless Operators.....	34	18	14
Sports Instructors and Officials.....	9	13	22
Semi-professional Workers (Others).....	22	30	42
Twelve Classifications with less than 20 in any one year.....	76	76	82
Total	2,064	2,479	2,947

The second table gives a detailed classification of the professional workers who emigrated from Canada to the United States during the same three years.

The bulletin points out that Table 2 indicates that "certain categories of professional workers have not shown much variation over the three years covered. The total picture for scientists and engineers cannot readily be determined, as some

workers in these classifications will undoubtedly be included in such headings as 'college presidents and professors' and 'professional workers (others)'."

"Teachers" and "trained and student nurses" were accountable for over 70 per cent of the overall increase in the emigration of professional workers from Canada during the three-year period.

WORKMEN'S COMPENSATION IN MANITOBA

The Annual Report of the Manitoba Workmen's Compensation Board for 1948 states that "construction and manufacturing continued to expand during 1948 (in the province), with the result that the work of the Board showed a further increase over 1947 both in payroll assessment and the number of accidents reported."

During the year a total of 20,152 accidents, 29 of which were fatal, were reported to the Board, an increase of 1,047 over 1947. Details of the accidents referred to the Board by the various groups for 1947 and 1948 were as follows:—

	1947	1948
Steam Railways	1,951	1,983
Province of Manitoba.....	619	722
City of Winnipeg.....	597	645
General Body of Employers..	14,738	15,427
Winnipeg Electric Railway..	303	312
Dominion Government	897	1,063
	19,105	20,152

The report points out that in 1948, 299 employers, came voluntarily under the Act on their own applications.

Amendments were made to the Workmen's Compensation Act of the province in 1948 as follows: (1) Widows' pensions were increased from \$45 to \$50 per month; (2) children's pensions were fixed at \$12 per month per child; (3) orphans' pensions were raised from \$15 to \$20 per child per month; (4) pensions to dependents other than the widow and children (payable at the discretion of the Board) were raised from \$20 to \$30 per month per dependent,

with a maximum of \$60 per month to all such dependents; (5) the maximum average annual earnings on which compensation can be based was increased from \$2,000 to \$2,500; (6) the maximum on which assessments can be levied was increased from \$2,000 to \$2,500 per year. From April 1, 1948, the Board has followed a policy of paying pensions in respect of rated permanent disability cases regardless of earnings.

The total actual payroll for all classes for 1947 was as follows:—

Canadian Pacific Railway ...	\$ 15,089,669.04
Canadian National Railways.	17,718,132.15
Province of Manitoba (est.)..	8,019,262.36
City of Winnipeg.....	5,430,243.29
General Body of Employers..	105,086,293.00
Winnipeg Electric Railway..	3,827,578.76
	<u>\$155,171,178.60</u>

The report also contains information with respect to the investment problems of the Board and the status of its trust fund of over \$12,000,000, including a list of the securities in which the fund has been invested.

Accident claims, classified by causes are as follows: prime movers, 170; working machines, 493; hoisting apparatus, 116; dangerous substances, 310; stepping on or striking against objects, 1,093; falling objects, 976; handling objects, 1,344; tools, 438; runaways and animals, 51; moving trains, vehicles, etc., 174; falls of persons, 1,111; all other causes, 534.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The deep-sea shipping situation remained confused during May, but harmony prevailed in other industries under Dominion jurisdiction.

Introduction

The dispute affecting the ocean-going vessels of East Coast Canadian shipowners continued to hold the spotlight in the field of industrial relations during May. In all other industries within the jurisdiction of the federal Department of Labour, peace and harmony prevailed.

Recent issues of the *LABOUR GAZETTE* have contained lengthy reports of the background and developments in connection with the deep-sea shipping dispute. At the time of going to press, the best available information indicated that seventeen vessels owned by shipping companies belonging to the Shipping Federation of Canada were immobilized either by action of members of the Canadian Seamen's Union or by the unauthorized sympathetic action of dock workers. Fourteen of the vessels tied up were in ports abroad. At the same time sixty-eight East Coast Canadian flag ships manned by the Seafarers' International Union of North America, Canadian District, were at sea or were being worked in port in normal fashion.

A development which might have an important, if indirect, bearing on the out-

come of the shipping dispute occurred on June 3, when a special committee of the Trades and Labour Congress of Canada suspended the Canadian Seamen's Union from membership. In a public statement the committee that made the suspension stated that the Canadian Seamen's Union had violated the spirit and the letter of the Constitution of the Congress; that it had failed in many respects to recognize and accept its responsibilities to the Congress and its affiliated unions; and that its officers had issued literature "villifying tried and trusted trade union leaders who had supported them and their cause, but who had been unable to agree with unwarranted acts of violence committed in their own cities and districts." The committee added that unions in Great Britain, Australia, New Zealand and South Africa had been put in improper positions by helping CSU strikers and "they are experiencing increasing difficulty as time goes on and expressing concern as to the strike's duration." It was also stated that the CSU executive had told the committee that it planned to call off the strike, but that two days later the committee was told that the union was going to continue the strike.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Addi-

tionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the

provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and the officer resident in Fredericton represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during the month of May. During the month the Board received eight applications for certification, issued five certificates designating bargaining agents, and rejected one application for certification

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the National Harbours Board, comprising various classifications of prevailing rates employees at the Port of Quebec who are engaged on hourly wage rates (L.G., May, 1949, p. 585).

2. The Canadian Telephone Employees' Association, for a unit of employees of The Bell Telephone Company of Canada, comprising various trade classifications of employees in the plant department of the Company (L.G., June, 1949, p. 725).

3. The Canadian Telephone Employees' Association, for a unit of employees of The Bell Telephone Company of Canada, comprising various clerical classifications of employees in the operating, accounting and treasury departments of the Company (L.G., June, p. 725).

4. The Canadian Telephone Employees' Association, for a unit of employees of The Bell Telephone Company of Canada, comprising various sales classifications of employees in the commercial department of the Company (L.G., June, p. 725).

5. The Canadian Brotherhood of Railway Employees and Other Transport Workers, for a unit of employees of the Canadian National Railways, comprising employees engaged in the railway transportation purchasing department of the company at Toronto, classified as custom clerk, commissary clerk, order typist, filing clerk, stenographer, buyer, assistant buyer, invoice checker, clerk, junior clerk and office boy. The classifications of purchasing agent, office assistant, chief clerk and secretary were excluded from the bargaining unit (L.G., June, 1949, p. 725).

Application for Certification Rejected

The National Association of Marine Engineers of Canada, Inc., District 3, and the Upper Lakes and St. Lawrence Transportation Company, Ltd., Toronto, Ont. (L.G., April, 1949, p. 428). The application was rejected for the reason that the applicant union had not received the

support of a majority of the employees affected, in a representation vote conducted by the Board.

Applications for Certification Received

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of the Canadian Pacific Transport Company Limited, Brandon, Manitoba, classified as clerk, biller, typist, and accountant. (Investigating Officer: R. H. Hooper.)

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of news agents employed by the Canadian Pacific Railway Company on trains operating out of Saint John, N.B., Montreal, P.Q., Toronto, Ont., Winnipeg, Man., Calgary, Alta., and Vancouver, B.C. (Investigating Officer: R. Trépanier.)

3. The International Brotherhood of Electrical Workers, Local 543, on behalf of employees of the Beauharnois Light, Heat and Power Company, Beauharnois, P.Q. (Investigating Officer: R. Trépanier.)

4. The Quebec Harbour Workers' Union, Inc., on behalf of employees of the Canadian National Railways engaged in the loading and unloading of merchandise, and

the checking of trunks and baggage, at Quebec, P.Q. (Investigating Officer: R. Trépanier.)

5. The Quebec Harbour Workers' Union, Inc., on behalf of employees of the Canadian Pacific Railway Company engaged in the loading and unloading of merchandise, and the checking of trunks and baggage at Quebec, P.Q. (Investigating Officer: R. Trépanier.)

6. The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 279, on behalf of foremen, night clerks and dispatchers employed by the Ottawa Transportation Commission, Ottawa, Ont. (Investigation Officer: J. L. MacDougall.)

7. The Canadian Seamen's Union, on behalf of unlicensed personnel employed by the Westward Shipping Company Limited, Vancouver, B.C., on the tankers *Standard Service* and *B.C. Standard*. (Investigating Officer: G. R. Currie.)

8. The Association of Marine Employees of Canadian Dredge and Dock Company, Limited, on behalf of officers and employees of the Canadian Dredge and Dock Company, Limited, Toronto, Ont., employed on dredges, tugs, work boats and scows operated by the Company. (Investigating Officer: R. L. O'Neill.)

Conciliation and Other Proceedings Before the Minister of Labour

Appointment of Conciliation Officers

During the month of May the Minister of Labour appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in the following industrial disputes:—

1. The Canadian Seamen's Union, Local 5, applicant, and the Western Union Telegraph Company, Halifax, N.S., respondent. (Conciliation Officer: H. R. Pettigrove.)

2. The Newcastle Longshoremen's Union, the Millbank and Ferry Road Longshoremen's Union, and the Miramichi Trades and Labour Council, Locals 1 and 2, applicants, and W. S. Loggie Co., Ltd., Chatham, N.B., Pitwood Export, Ltd., Moncton, N.B., Miramichi Lumber Co., Ltd., Newcastle, N.B., British Canadian Pitwood, Ltd., Newcastle, N.B., George Burchell & Sons, Ltd., South Nelson, N.B., B. F. Malkin, Ltd., Chatham Head, N.B., Chatham Industries, Ltd., South Nelson, N.B., and Miller Essen & Co., Millerton, N.B., respondents. Late in the month, the Conciliation Officer,

H. R. Pettigrove, reported to the Minister that a settlement of the dispute had been effected.

Conciliation Board Appointed

On May 11, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between the Gatineau Power Company, the Gatineau Transmission Company and the Gatineau Electric Light Company, Ottawa, and the International Brotherhood of Electrical Workers, Local B-1039. The Board was appointed following receipt of the report of Raoul Trépanier, Conciliation Officer (L.G., June, 1949, p. 728). The Board was fully constituted on May 30 with the appointment of His Honour Judge Honoré Achim, Outremont, P.Q., as Chairman of the Board. Judge Achim was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Claude Prevost, K.C., Montreal, and Maurice W. Wright, Ottawa, who had

previously been appointed on the nomination of the company and the union, respectively.

Other Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation appointed to deal with a dispute between MacArthur & Son, Limited, Brandon, Man., and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, 1949, p. 729), was fully constituted on May 27, 1949, with the appointment of His Honour Judge W. J. Lindal, Winnipeg, as Chairman of the Board. Judge Lindal was appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, Gordon T. Hedges, Brandon, Man., and Miss M. Y. Carter, Saskatoon, Sask., who had previously been appointed on the nomination of the company and the union, respectively.

2. The Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board, Montreal, P.Q., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., June, 1949, p. 729), was fully constituted on May 18, 1949, with the appointment of H. Carl Goldenberg, Montreal, as Chairman of the Board. Mr. Goldenberg was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, André Montpetit, K.C., and Gustave Francq, both of Montreal, who had previously been appointed on the nomination of the company and the union, respectively.

3. The Board of Conciliation and Investigation appointed to deal with a dispute

between the Quebec Railway, Light & Power Company, Quebec, P.Q., and the Catholic Syndicate of Garage Employees of the Quebec Railway, Light & Power Company, Inc. (L.G., June, 1949, p. 729), was fully constituted on May 31, 1949, with the appointment of His Honour Judge Edouard Tellier, Montreal, as Chairman of the Board. Judge Tellier was appointed by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Gérard Lacroix, K.C., and Marius Bergeron, both of Quebec, P.Q., who had previously been appointed on the nomination of the company and the union, respectively.

Settlements Following Board Procedure

1. During May advice was received that matters in dispute between the Quebec Railway, Light & Power Company, Quebec, P.Q., and its autobus chauffeurs and ticket takers, represented by the National Catholic Brotherhood of Transport Employees of Quebec, Inc., had been settled as a result of further negotiations following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., May, 1949, p. 590).

2. During the month advice was also received that matters in dispute between the Canadian Marconi Company and the Canadian Marconi System Division No. 59, Commercial Telegraphers' Union, representing radio telegraphers at coast stations and radio officers in the marine service of the company, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., June, 1949, p. 729).

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Research and Statistics Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec, are summarized in a separate article following this.

Manufacturing

Miscellaneous Products

CHAMBLY CANTON, P.Q.—BENNETT LIMITED AND LE SYNDICAT DES EMPLOYÉS DE BENNETT LIMITED (CENTRAL COUNCIL OF MONTREAL, CCCL.)

Agreement to be in effect from November 1, 1948, to October 3, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the sole labour association authorized to negotiate with it on behalf of the employees covered

by the agreement with regard to all matters of wages and other working conditions, in accordance with the provisions of the agreement. *Check-off and Union Security:* the company shall be liable for the deductions of union dues of all employees who were members of the union at the effective date of the agreement or who later become members; all new employees must join the union within 30 days after starting work with the company as a requisite to their employment.

Hours of work: non-shift workers—9 per day Monday through Friday, a 45-hour week; shift workers—8 per day, 6 days per week. *Overtime* at time and one-half for work in excess of the regular hours and for all work on Saturdays (except during week in which a holiday occurs) for non-shift workers, double time for work on Sundays and 10 specified holidays, 4 of which are paid holidays for employees provided they worked the day preceding as well as the day following the holiday. *Rest periods:* 10-minute rest periods shall be granted during each half shift for both day and night workers. *Vacations with pay:* one week to employees with one year of continuous employment, 2 weeks to employees with 5 or more years' continuous employment, 3 weeks to employees with 20 or more years' employment, employees with less than one year receive one-half day for each full month of work performed.

Hourly wage rates for certain classes: board mill—male, lumpers 65 cents; bleach men 70 cents; beater men, maintenance machinists 80 cents; calender men 75 cents; maintenance millwrights 87 cents; traffic department—male, lumpers 65 cents, electric truck and crane-car drivers 80 cents; heel factory—male, board cutters 72 cents; Rand workers, compressor operators, maintenance machinists 75 cents; others 65 cents; female, 47 to 52 cents; counter factory—male, board wetters, skivers 75 cents; moulders 80 cents; mould makers \$1; others 65 to 75 cents; female, 47 to 55 cents; leather department—male, cutters 68 to 82 cents; others 65 cents; female 47 and 49 cents; chemical department—male, 65 to 75 cents; die department—male, benders 88 cents, welders 78 cents, others 70 cents; machine shop—machinists \$1, others 80 cents; maintenance, shops—male, welders, carpenters, steamfitters, plant electricians \$1; Chambly power linemen \$1, boiler men (third class) 76 cents; lynn innersole—male, 65 and 72 cents, female 47 and 52 cents. *Night shift premium* of 3 cents per hour for work between 4 p.m. and midnight and 6 cents per hour for work between midnight and 8 a.m. will be paid.

Provision is made for *seniority rights* and *grievance procedure*. The company shall carry *group life* and *sickness insurance* for each regular employee and pay one-half of the premium on the insurance currently in force, the other half shall be deducted from the employee's wages.

Fur and Leather Products

OSHAWA, ONT.—ROBSON LEATHER COMPANY LTD. AND THE INTERNATIONAL FUR AND LEATHER WORKERS UNION OF U.S.A. AND CANADA, LOCAL 205.

Agreement to be in effect from September 25, 1948, to September 24, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible

employees. *Check-off:* a compulsory check-off of union dues from the pay of all employees covered by the agreement shall be set up for the period of the agreement. The amount to be deducted shall not extend to a special assessment (or to an increment in an assessment) which relates to special union benefits in which the non-member employee as such would not participate or the benefit of which he would not enjoy, and it shall not include any entrance fee. The company will deduct from the first pay due to each employee in each calendar month the above stated sum and remit same to the union.

Hours of work: 9 per day Monday through Friday, a 45-hour week. *Overtime:* time and one-half for work in excess of the regular hours and for all work on Saturdays, Sundays and 8 specified holidays, which are *paid holidays* for all employees with seniority normally scheduled to work on such day and who work the days immediately preceding and following the holiday. *Vacation with pay:* one week to employees with one to four years' seniority and 2 weeks to employees with 5 or more years' seniority who have worked at least 1,500 hours during the previous year, those that have worked 1,000 hours but less than 1,500 shall receive three-quarters of their regular pay, while all employees with 999 hours shall receive at least 2 per cent of their gross earnings. *Rest periods:* a 10-minute rest period shall be allowed all employees during both the morning and afternoon shifts.

Hourly wage rates: the starting rate for males is 95 cents, for females 77 cents, and for boys 72 cents to be increased by 5 cents per hour after 3 months; day workers formerly receiving 88 cents shall receive an increase of 12 cents per hour, while no worker shall receive less than 10 cents an hour increase. These rates are effective September 25, 1948, and shall remain in effect during the life of the agreement.

A *night shift premium* of 5 cents per hour will be paid for all night shift work.

Provision is made for *seniority rights* and *grievance procedure*.

Textiles and Clothing

WOODSTOCK, ONT.—FIRESTONE TEXTILES LIMITED AND UNITED TEXTILE WORKERS OF AMERICA, LOCAL 115.

Agreement to be in effect from February 2, 1949, to February 2, 1950, and thereafter from year to year subject to notice. The company recognizes the union as the exclusive voluntary collective bargaining agency for all eligible employees.

Check-off: the company agrees to deduct union dues monthly from the pay of employees who so authorize and remit same to the union for the term of the agreement.

Hours of work: 9-6 per day Monday through Friday, a 48-hour week. *Overtime* at time and one-half for all work in excess of these hours and for all work on Sundays and 2 specified holidays, six additional holidays are paid holidays for employees regularly scheduled to work on such days who work their shifts immediately preceding and following the holiday. *Vacation with pay:* one week to employees with less than 5 years' seniority and 2 weeks to employees with 5 or more years' seniority with pay equal to 2 per cent per week of employee's total earnings during previous year.

Hourly wage rates are increased by 9 cents per hour for all day workers and 9 cents per hour to be incorporated in the piece-work rates of all piece workers, to be applied on the basis of the average hourly earnings of experienced operators of each occupational classification, effective from the signing of the agreement and during its term. A *night shift premium* of 5 cents per hour will be paid for all work from 6 p.m. to 6 a.m.

Provision is made for *seniority rights* and *grievance procedure*.

Wood Products

STE. THÉRÈSE, P.Q.—COMMONWEALTH PLYWOOD COMPANY LIMITED AND THE UPHOLSTERERS' INTERNATIONAL UNION OF NORTH AMERICA, LOCAL 388 (WOOD FURNITURE WORKERS).

Agreement to be in effect from November 3, 1948, to November 2, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees during the term of the agreement. *Check-off*: the company agrees during the term of the present agreement to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union.

Hours of work: 9 per day Monday through Friday, 3 on Saturday, a 48-hour week. If it becomes expedient to introduce 3 shifts, the company has the option of adopting an 8-hour day. *Overtime*: time and one-half will be paid for work in excess of the regular hours and double time for work on Sundays or 6 specified holidays. Employees may attend religious duties on 4 specified holy days in addition, but these days are not recognized holidays and remuneration for work on them will be paid at regular rates.

Vacation with pay in accordance with provincial legislation will be granted all qualified employees and in addition the company will grant an extra week to employees with 5 or more years' service with the company. *Rest periods* of 15 minutes shall be allowed employees during the morning and afternoon work periods and also on the night shift or any additional shifts which may be introduced.

Hourly wage rates shall be increased 5 cents per hour effective November 7, 1948. The minimum starting rate for male workers shall be 52½ cents per hour, increased to 55 cents per hour after 6 months continuous employment and to 57½ cents after one year and to 60 cents after 18 months. The minimum starting rate for female workers shall be 40 cents per hour which shall be increased to 42½ cents after 6 months' continuous employment and to 45 cents after one year. The minimum rate for male apprentices under 18 years of age shall be 40 cents per hour.

Provision is made for *seniority rights* and *grievance procedure*.

Printing and Publishing

MONTREAL, P.Q.—THE MONTREAL STAR COMPANY, LIMITED AND MONTREAL TYPOGRAPHICAL UNION, No. 176.

Agreement to be in effect from November 15, 1948, to May 14, 1950, and thereafter to 60 days' notice.

Hours of work: 8 per day, 40 per week for day work and 7½ per shift, 37½ per week for night, lobster and split shifts. *Overtime*

at price and one-half shall be paid for first 3 hours worked in excess of the unit of hours established for a day shift, night shift, split shift, or other regular shift (excluding any period allowed for lunch). All overtime over and above the said first three hours shall be paid for at double price. Double price shall also be paid for all work performed by the day shift on Sundays and holidays and by any night, lobster and split shifts starting immediately prior to Sundays or holidays, except split shift work on Saturdays executed by members not required to work on the following Sunday. *Call-back*: employees who have left the building and are called back after more than one hour from termination of regular hours of work, shall receive \$1 for the call, plus the regular overtime rate for the actual time worked on said call-back. *Vacation with pay*: 2 weeks (10 days) to all regular workers with one year's service, regular employees with less than one year of company service shall receive one day's vacation after one month of service, 2 days' after 2 months, 3 days after 3 or 4 months, 4 days after 5 months and so on to 10 days after 12 months.

Hourly wage rates: regular straight-time day rate shall be \$1.65; regular straight-time night rate shall be \$1.81½; regular straight-time rate for lobster and split shifts shall be \$1.89½; apprentices' rates shall be 30 per cent of journeymen's scale during first 6 months, 32½ per cent during second 6 months, 35 per cent during third 6 months, and 40, 45, 50, 55, 60, 65, 70, 75 and 80 per cent respectively during the fourth, fifth, sixth, seventh, eighth, ninth, tenth, eleventh and twelfth 6 months.

Provision is made for an *apprenticeship plan* and for a *joint standing committee* for the settling of disputes.

TORONTO, ONT.—THE TORONTO GRAPHIC ARTS ASSOCIATION, THE MASTER PRINTERS AND BOOKBINDERS ASSOCIATION OF TORONTO, THE UNION SHOP EMPLOYING PRINTERS OF TORONTO, AND THE INTERNATIONAL BROTHERHOOD OF BOOKBINDERS AND BINDERY WOMEN, LOCAL 28.

Agreement to be in effect from March 17, 1949, to October 31, 1949, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., July, 1948, p. 739) with the following changes—

Hourly wage rates retroactive to November 1, 1948, are increased 15 cents per hour for journeymen bookbinders to \$1.50, and journeymen bookbinders are increased from 75 cents to 77½-80 cents.

Vacation with pay provisions are changed so that the second week is now granted employees after 3 years' regular service instead of after 5 as formerly.

Metal Products

BRANTFORD, ONT.—THE ROBBINS AND MYERS COMPANY OF CANADA, LIMITED AND THE INTERNATIONAL UNION AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 397.

Agreement to be in effect from September 1, 1948, to August 31, 1949, and thereafter from year to year subject to 60 days' notice. The company agrees to recognize the union as the bargaining agent in respect to hours, wages, seniority, grievance procedure, etc. for all eligible employees.

Check-off: all employees who are or later become members of the union must as a condition of employment have their union dues deducted from their pay monthly by the company; all new employees after 90 days' employment must also, as a condition of employment, have union dues deducted from their pay by the company during the life of the agreement.

Hours of work: 9 per day Monday through Friday, a 45-hour week, except engineers, firemen, watchmen, etc. **Overtime** at time and one-half for work in excess of regular hours and for all work on Sundays and 8 specified holidays, six of which are paid holidays for employees with 6 months' seniority provided they work the full working day immediately preceding or following the holiday. **Rest and wash-up periods:** a 10-minute rest period will be allowed during the morning shift and 5 minutes at the end of each half shift will be allowed all employees for the purpose of washing. **Vacation with pay:** one week to employees with one year's seniority, 2 weeks to employees with 5 or more years' service with the company, subject to a deduction of one day with pay for each day absent without leave in excess of one day in any calendar month during the previous year.

Hourly wage rates shall be increased by 8 cents per hour across the board as of September 1, 1948, and such new rates shall be maintained for the duration of the agreement except as altered by mutual agreement between the parties.

Provision is made for *seniority rights, grievance procedure* and an *apprenticeship plan*.

Non-Metallic Minerals and Chemicals

KINGSTON, ONT.—FRONTENAC FLOOR AND WALL TILE COMPANY LIMITED AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 522.

Agreement to be in effect from October 13, 1948, to October 12, 1949, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. **Union security:** all employees now members of the union shall, as a condition of employment, remain members in good standing for the duration of the contract; new employees must within 30 days of their employment become and remain union members in good standing, except that membership may be cancelled during a period of 10 days immediately prior to the expiry date of the agreement. **Check-off:** the company shall continue to deduct union dues and initiation fees of union members from their pay and to remit same to the union.

Hours of work: 8 per day Monday through Friday and 4 on Saturday, a 44-hour week for all except spraymen and those workers on a standard 48-hour week who will remain on such a standard week. The standard work day for spraymen shall be 9 hours Monday through Friday and 4 hours on Saturday. **Overtime** at time and one-half for work in excess of the standard work day or week, spraymen shall receive overtime after 48 hours per week unless their hours should be reduced to 44 per week in which case they would work the same hours as the day shift employees and receive overtime for work in excess of the standard hours. Eight statutory holidays are paid holidays for all employees

on the seniority list and any work performed on these holidays will be paid for at the rate of double time and one-half. **Rest periods** of 10 minutes each shall be granted during the first and second parts of a shift. **Vacations with pay:** one week to employees with one year's service with the company, 2 weeks to employees with 3 years' service and 3 weeks to employees with 15 years' service with the company.

Hourly wage rates: a general wage increase of 9 cents per hour shall be paid every employee covered by the agreement effective October 13, 1948. The starting rates for new employees shall be: for males—82½ cents per hour increased to 86½ cents after 3 months' employment; for females—59½ cents per hour increased to 63½ cents after 3 months' employment. The parties to the agreement promise to meet and negotiate a revised job classification schedule effective as from February 28, 1949. A **shift premium** of 5 cents per hour shall be paid for work performed on shifts other than the regular day shift.

Provision is made for *seniority rights* and *grievance procedure*.

TORONTO, ONT.—TORONTO PAINT AND VARNISH WORKS (CANADIAN INDUSTRIES LIMITED) AND CANADIAN CHEMICAL DIVISION, DISTRICT 50, UNITED MINE WORKERS OF AMERICA, LOCAL 13,037.

Agreement to be in effect from October 4, 1948, to October 3, 1949. Either party may, on 10 clear days' notice, require the other party to enter into negotiations for the renewal of the agreement. The company recognizes the union during the term of the agreement as the exclusive bargaining agent in respect of wages, hours, seniority, grievance procedure, etc. for all eligible employees. **Check-off:** the company agrees to deduct union dues monthly from the pay of employees who so authorize during the term of the agreement or until authority is cancelled and to remit same to the union.

Hours of work: for regular day work, night mechanics and cleaners 9 per day on 4 days and 8 hours on a fifth day of each week; for shift work, 8 hours per day Monday through Friday, 4 on Saturday; watchmen and shift engineers 8 per day 6 days per week. **Overtime:** time and one-half shall be paid for work in excess of regular hours and for all work on 2 specified holidays; double time shall be paid for all work on an employee's regularly assigned "day of rest". Six additional specified holidays shall be paid holidays for employees with seniority who normally would have worked such days provided they work the day immediately preceding or following the holiday. **Rest periods** of 15 minutes and 10 minutes shall be allowed employees on day shift or day work and 2 periods of 10 minutes each shall be allowed employees on the night shift.

Hourly wage rates: laboratory 95 cents to \$1.08, mixing and grinding \$1.08 to \$1.33, pyroxyline \$1.01 to \$1.24, reducing and tinting \$1.08 to \$1.24, varnish \$1.16 and \$1.24, specialties, lye vat and drum preparation 85 cents to \$1.08, filling 85 cents to \$1.16, raw material warehouse \$1.01 and \$1.08, finished goods warehouse 90 cents to \$1.24, mechanical 85 cents to \$1.29. A **shift premium** of 5 cents an hour will be paid for all shift work which begins at or after 3 p.m. and before 3 a.m.

Provision is made for *seniority rights* and *grievance procedure*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec*, include the extension of two new agreements and the amendment of seven others. The two new agreements and the amendment of the agreement for the fine glove industry are summarized below. The other amendments are: those affecting grocers and butchers at Sherbrooke, municipal employees at Jonquière and barbers and hairdressers at Sherbrooke, published in the *Quebec Official Gazette* of May 7; barbers and hairdressers at St. Hyacinthe, clockmakers and jewellery trades in a number of counties south of the St. Lawrence river, barbers and hairdressers in the counties of Beauharnois, Vaudreuil-Soulanges and part of the county of Châteauguay, in the issue of May 14.

Requests for amendments to the agreements affecting the cloak and suit industry in the province, building trades at Montreal and Hull and the sheet metal manufacturing industry at Montreal were published in the *Quebec Official Gazette* of April 30. Requests for amendments of the agreements for building trades at Quebec, St. Jean and Iberville, Sorel, St. Jérôme, Drummond and Arthabaska, Joliette, Three Rivers and St. Hyacinthe and for the corrugated paper box industry in the province and the retail fur industry at Montreal were published in the May 7 issue. Another request for the amendment of the agreement for building trades at Montreal and for the extension of new agreements covering longshoremen, checkers and coopers and shipliners engaged on deep sea navigation were published in the May 14 issue.

Orders in Council were also published approving the levy of assessments on parties to a number of agreements.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Fur and Leather Products

FINE GLOVE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 28, and gazetted May 7, amends the agreement which was summarized in the *LABOUR GAZETTE* May, 1948, p. 486. The agreement as amended is to remain in effect to December 31, 1949.

Overtime premium rates for male and female employees who are paid on a piece-work basis is raised to \$0.4935 and \$0.231 per hour respectively over the regular rates.

Wage rates, both piece rates and time rates, are increased 5 per cent over the May, 1948, rates.

Vacation: under the previous agreement, one week's vacation with pay was granted after one year's service with an employer and one and one-half week's vacation after four years' service. Under this amendment, the week and one-half is granted after three years' service and two weeks after five years. Employees who have worked for more than one employer in the industry in any year ending June 1 are entitled to their vacation pay of 2 per cent, 3 per cent or 4 per cent of earnings as the case may be from each employer.

Wood Products

SASH AND DOOR INDUSTRY, QUEBEC.

An Order in Council, dated May 12, and gazetted May 14, extends the provisions of a new agreement between L'Association des Constructeurs de Québec, inc., Section du Commerce et de l'Industrie du Bois ouvré and Le Syndicat National Catholique des Employés du Bois ouvré de Québec.

This agreement is to be in effect from May 14, 1949, to January 1, 1950, and thereafter from year to year, subject to notice. It covers employees engaged on all operations in the manufacture and repairing of wooden accessories intended for buildings of any description as well as those engaged in the transportation, receiving, delivery and handling of lumber and in the preparation and sale of lumber. The territorial jurisdiction includes the City of Quebec and thirteen neighbouring counties.

This agreement is similar to the one previously in effect in which the workers were represented by the building trades council of the National Catholic unions, which was summarized in the *LABOUR GAZETTE* May, 1948, p. 487, with these exceptions:—

The territorial jurisdiction is enlarged to include several additional counties. It is now divided into three zones: zone I comprising the City of Quebec and neighbouring municipalities; zone II the City of Lévis and neighbouring municipalities; and zone III the remainder of the territorial jurisdiction.

Wage rates effective from April 1, 1949: in zone I rates are increased by 5 to 10 cents per hour over the previous rates in zone I; in zone II wage rates for some classes are unchanged and for others increased 2 to 5 cents over the rates previously paid in zone I; in zone III wage rates are increased 5 to 10 cents per hour over the rates previously paid in zone II of the 1948 agreement.

Trade

DAIRY EMPLOYEES, QUEBEC AND LÉVIS.

An Order in Council, dated May 5, and gazetted May 14, extends the provisions of a new agreement between l'Association des Distributeurs de Lait de la Province de Québec, section de Québec and le Syndicat National Catholique du Lait, inc. The agreement is to be in effect from May 14, 1949, to March 1, 1950, and thereafter from year to year, subject to notice. It is effective in the cities of Quebec and Lévis and within 5 miles from their limits.

Hours are 62 per week on delivery and 54 for other employees. Overtime and work on Sundays and holidays, time and one-half.

Minimum weekly wage rates (which are from \$1.80 to \$3.10 per week higher than

the previous scale): foremen \$41.80, tester \$34.10, production worker \$33, service men \$25.30 to \$33, shipper \$34.10; salesmen on milk delivery \$19 per week plus 3 per cent commission on sales, except butter and cream for which commission is also specified, with a guaranteed minimum of \$25 per week; ice cream salesmen and delivery men \$30.80, helper \$19.80; occasional employee 71½ cents per hour; the minima for delivery man and helper employed by unpasteurized milk dealers is \$20 and \$12.50 respectively.

Salesmen are not responsible for losses through credits authorized by the employer.

Vacation: for every employee with a minimum of one year's service, one week with pay equal to 2 per cent of gross earnings in previous twelve months.

DEPUTY MINISTER OF LABOUR ADVISES *CSU TO CALL OFF STRIKE

On June 17 a four-point proposal for the settlement of the East Coast deep-sea shipping dispute was submitted to the Prime Minister in a letter signed by Harry Davis and T. G. McManus, President and Secretary-Treasurer, respectively, of the Canadian Seamen's Union.

The Canadian Seamen's Union officials after asserting that the strike had been forced upon the trade union by the "anti-labour" shipping companies, "prodded" into taking such action by members of the Government and diplomatic and other representatives of the United States, stated that continuation of the strike would cause "irreparable damage" to the prestige of the country, to the interests of Canadian shipping, and to the strikers and their families, and expressed the hope that the proposals might "possibly bring the end of the strike and yet protect the most elementary democratic rights of the seamen and, indeed, of all workers."

The proposals for a settlement outlined in the letter to the Prime Minister were as follows: —

1. That you, as Prime Minister, or anyone authorized by you, should assure the striking seamen that they will all be rehired to their former positions without discrimination.
2. That all wages owing to striking seamen for the period that they worked on their ships, prior to the strike and in returning their ships to

their home port, as well as all other personal belongings, will be paid and returned to them as quickly as possible.

3. That a Government-supervised vote shall be held aboard all Atlantic ships two months after the ending of the strike and after the strikers will have returned to their jobs so that the seamen themselves may democratically decide what union they select as their bargaining agency.
4. That all charges laid against striking seamen shall be dropped.

Mr. A. MacNamara, Deputy Minister of Labour, replied to Messrs. Davis and McManus in a letter which was made public on July 6. The text of Mr. MacNamara's letter is reproduced below.

Ottawa, June 27, 1949.

Mr. HARRY DAVIS,
President, Canadian Seamen's Union,
438 St. François Xavier Street,
Montreal, P.Q.

Mr. T. G. McMANUS,
Secretary-Treasurer,
Canadian Seamen's Union,
438 St. François Xavier Street,
Montreal, P.Q.

DEAR SIRS:—

In this letter I am replying to your communication to me enclosing copy of your letter to the Hon. the Prime Minister, dated June 17.

One statement in this letter is undoubtedly true. I refer to the statement which reads "... the indefinite continuation of this strike will, of course, cause irreparable damage to the prestige of our country, to the interests of Canadian shipping, as well as to the strikers and their families."

* Another article in this issue (p. 831) gives synopsis of events leading up to the suspension of CSU by Trades and Labour Congress.

Certainly, the strike has brought great suffering and hardship to strikers and their families and the prestige of the Canadian shipping industry has been dealt a severe blow.

Outside of this, your letter is made up of statements constituting an attack on a number of persons in an effort to fix responsibility for the strike elsewhere than on yourselves and associates, where it rightfully belongs.

You and your associates made a very serious error in judgment in calling the first "sit in strike" on March 21, 1949. Calling of this strike is a matter of record and I quote the telegram which contains the record:—

"Halifax, March 21, 1949.

Capt. T. A. Kelly,
Marine Superintendent,
C.N.S., Halifax.

This is to advise you that pursuant to national office instructions a strike has been declared aboard the royal mail ship *Lady Rodney*. Ship's personnel have been instructed by this office to render such service as you may require for the purpose of ordinary ship security. They will not however raise steam or do any duties connected with the taking of cargo passengers or preparing for sea.

(Sgd.) H. C. MEADE,
Regional Director."

As for the calling of the general strike, you will recall that I was present when you two men, without consulting anyone, declared a general strike would be called at once and this you did on the same day, March 31, 1949.

The events which have transpired since then can all be laid at the door of the union executive in making these decisions and now that the strike has failed and has been a disastrous one for the seamen and their families and for the future of the shipping industry in Canada, my recommendation to you is to call off the strike immediately.

In this connection, the Department of Labour will be glad to use its good offices with the employers concerned.

In your letter you have made four proposals for the settlement of the strike and I should like to comment on each one as follows:—

Your Proposal No. 1—"That you, as Prime Minister or anyone authorized by

you, should assure the striking seamen that they will all be rehired to their former positions without discrimination."

This assurance can only be given by the employers concerned. I told Mr. McManus when he saw me on Friday, June 17, that in my opinion any such proposal to employers would be emphatically and positively refused and that I saw no good purpose in making it. I told Mr. McManus, also, that any such conditions would be impossible of fulfilment and my advice to him was to drop it. I now repeat the advice.

Your Proposal No. 2—"That all wages owing to striking seamen for the period that they worked on their ships prior to the strike and in returning their ships to their home port, as well as all other personal belongings, will be paid and returned to them as quickly as possible."

My understanding is that the terms of the Canada Shipping Act protect all seamen for wages owing prior to their discharge and for the return to them of their personal belongings.

Your Proposal No. 3—"That a Government-supervised vote shall be held aboard all Atlantic ships two months after the ending of the strike and after the strikers will have returned to their jobs so that the seamen themselves may democratically decide what union they select as their bargaining agency."

The Industrial Relations and Disputes Investigation Act provides the procedures under which such votes are ordered and supervised by the Canada Labour Relations Board.

Your Proposal No. 4—"That all charges laid against striking seamen shall be dropped."

You both well know that the only prosecutions that have taken place in Canada were those initiated by provincial authorities because of acts of violence by seamen or their supporters. These prosecutions were initiated by the provincial authorities and no doubt they will be proceeded with.

If you will give me in writing a guarantee that the strike will be called off, I shall be glad to discuss arrangements with the employers, with a view to getting all ships returned to service with as little delay and as little inconvenience to crews as possible.

Yours very truly,
(Sgd.) A. MACNAMARA.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During April

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of April the Department of Labour prepared 122 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 48 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour," and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	5,184	\$18,587,072.00
Post Office.	12	104,657.29
R.C.M.P.	1	40,810.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING APRIL

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Summerside, P.E.I.	Repairs to under-floor structures of three standard 304 (Plan S-30-14) Man Barrack Buildings, R.C.A.F. Station.	M. F. Schurman Co. Ltd., Summerside, P.E.I.	\$ 69,615 00	Nov. 22, 1948
Quebec, P.Q.	Construction of an indoor rifle range, The Citadel.	Freres Jobin Inc. Quebec, P.Q.	11,482 00	Jan. 27, 1949
Three Rivers, P.Q.	Installation of low pressure steam heating system in the Armoury.	L. Massicotte & Careau Ltee., Cap de la Madeleine, P.Q.	8,250 00	Aug. 9, 1948
Camp Borden, Ont.	Repairs to under-floor structure of one standard 304 (Plan S-30-14) Man Barrack Building, R.C.A.F. Station.	Youngman Construction Co., Pickering, Ont.	25,500 00	May 7, 1949
Haileybury, Ont.	Alterations and improvements to the Armoury.	W. G. Cooper & Co., Haileybury, Ont.	18,932 00	Sept. 14, 1948
Leitrim, Ont.	Additions and alterations to Ottawa Wireless Station.	H. Dagenais, Ottawa, Ont.	155,500 00	Mar. 7, 1949
Edmonton, Alta.	Construction of an addition to the Transmitter Building, Royal Canadian Signals, and alterations to existing building.	Christensen & MacDonald, Ltd., Edmonton, Alta.	68,352 00	April 13, 1949
Chilliwack, B.C.	Interior and exterior painting of Buildings Nos. 35 and 40 at R.C.S.M.E.	The Color Shop, Vancouver, B.C.	2,675 00	Oct. 27, 1948
Vancouver, B.C.	Erection of approximately 5,000 lin. ft. of chain link boundary fence and gates, No. 2 Supply Depot.	Lundy Fence Co. Ltd., Toronto, Ont.	11,593 70	Oct. 8, 1948
Victoria, B.C.	Roofing, siding, painting, staining and shingling, where required, of buildings 2, 4, 13, 14, 17, 18, 26 and 27, Macaulay Fort.	Parfitt Construction Co. Ltd., Victoria, B.C.	10,040 00	May 7, 1949
Department of Mines and Resources				
Cape Breton Highlands National Park, N.S.	Road construction	Fundy Construction Co. Ltd., Halifax, N.S.	377,500 00	Feb. 25, 1949
Fundy National Park, N.B.	Road construction	Caldwell Construction Co. Ltd., Fredericton, N.B.	225,000 00	Feb. 25, 1949
Riding Mountain National Park, Man.	Road construction	S. Svenson & Sons, Yorkton, Sask.	480,000 00	Feb. 25, 1949
Prince Albert National Park, Sask.	Road construction	W. C. Wells Construction Co. Ltd., Saskatoon, Sask.	240,000 00	Feb. 25, 1949
Banff National Park, Alta.	Road construction	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	950,000 00	Feb. 25, 1949
Jasper National Park, Alta.	Erection of two steel truss spans over the Fiddle River Bridge on Jasper-Edmonton Highway.	Dominion Bridge Co. Ltd., Winnipeg, Man.	108,950 00	Oct. 30, 1948
Jasper National Park, Alta.	Road construction	Western Construction & Lumber Co. Ltd., Edmonton, Alta.	1,100,000 00	Feb. 25, 1949
Kootenay National Park, Alta.	Road construction	General Construction Co. (Alberta) Ltd., Lethbridge, Alta.	330,000 00	Feb. 25, 1949
Kootenay National Park, B.C.	Road construction	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	950,000 00	Feb. 25, 1949
Radium Hot Springs, B.C.	Construction of additional buildings at Kootenay National Park.	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	322,500 00	April 22, 1949
National Harbours Board				
Halifax Harbour, N.S.	Reconstruction of Pier 3.	E. G. M. Cape & Co. Ltd., Montreal, P.Q.	2,020,120 00	Feb. 28, 1949
Montreal Harbour, P.Q.	Paving the downstream half of the outer end of Alexandra Pier.	Charles Duranseau Ltee., Montreal, P.Q.	3,705 00	Feb. 25, 1949
Montreal Harbour, P.Q.	Paving wharf aprons, Sheds 46 and 47, Tarte Pier.	Charles Duranseau Ltee., Montreal, P.Q.	8,851 00	March 17, 1949
Montreal Harbour, P.Q.	Paving wharf apron, Shed 6, Alexandra Pier.	Charles Duranseau Ltee., Montreal, P.Q.	3,788 00	March 30, 1949
Churchill Harbour, Man.	Construction of staff building.	S. Svenson & Sons, Yorkton, Sask.	149,510 00	Nov. 26, 1948

Department of Public Works

Souris, P.E.I.	Breakwater repairs	H. J. Phillips & Son, Charlottetown, P.E.I.	64,840 50	Feb. 17, 1949
Shippagan, N.B.	Wharfage facilities, Savoy Landing	Diamond Construction Co. Ltd., Fredericton, N.B.	428,368 00	Dec. 21, 1948
Notre Dame du Portage, P.Q.	Wharf reconstruction	Hoctor Bouchard, La Malbaie, P.Q.	188,247 00	Jan. 10, 1949
Quebec, P.Q.	Erection of a new wharf, pent house and passenger elevator, Marine Stores Bldg.	Abel Ratte, Quebec, P.Q.	24,788 00	April 6, 1949
Ruisseau Chapados, P.Q.	Harbour improvements	Julien Cavanagh, St. Charles de Caplan, P.Q.	54,077 50	Jan. 12, 1949
Collingwood, Ont.	Reconstruction of the terminal wharf	R. A. Blyth, Toronto, Ont.	94,746 80	Nov. 16, 1948
Toronto, Ont.	Construction of a gymnasium building, Sunnybrook Park Hospital	Redfern Construction Co. Ltd., Toronto, Ont.	287,188 25	April 26, 1949
Moose Jaw, Sask.	Linoleum floor covering in specified areas, Public Building	The T. Eaton Co. Ltd., Moose Jaw, Sask.	5,871 44	Sept. 24, 1948
St. Walburg, Sask.	Construction of Public Building	Shoquist Construction Ltd., Saskatoon, Sask.	69,900 00	April 11, 1949
Evans Bay, B.C.	Approach and float renewal, Read Island	Horrie-Latimer Construction Co., Ltd., Vancouver, B.C.	6,257 50	Feb. 11, 1949
Glen Valley, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Gordon Head, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Head Island, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Keat's Island, B.C.	Pierhead replacement	Horrie-Latimer Construction Co., Ltd., Vancouver, B.C.	13,745 00	Feb. 14, 1949
McMillan Island, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Port Alberni, B.C.	Alterations and new postal screen, Public Building	Souther Construction Co. Ltd., Port Alberni, B.C.	7,448 00	April 5, 1949
Port Kells, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Port Mann, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Queens Reach, B.C.	Renewal of Sapperton Dyke No. 1 on the Fraser River	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	93,343 91	Feb. 11, 1949
Tofino, B.C.	Harbour repairs and improvements	W. E. Bond, Tofino, B.C.	20,718 50	Feb. 11, 1949
Whonnock, B.C.	Wharf repairs	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.	9,745 58	Feb. 1, 1949
Ste. Anne des Monts River, P.Q.	Dredging	J. P. Porter Co., Ltd., Montreal, P.Q.	18,025 00	Feb. 1, 1949
Gibson's Landing, B.C.	Dredging	McKenzie Barge & Derrick Co., Ltd., Vancouver, B.C.	15,086 16	*

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had not neglected to avail himself of an opportunity of suitable employment within the meaning of the Act.—CU-B. 384 (September 20, 1948.)

MATERIAL FACTS OF CASE:

The claimant, married, 33 years of age, was employed as a plasterer's helper from December 2, 1947 to January 22, 1948, at a wage of \$30 a week.

On January 23, 1948, he filed a claim for benefit stating that he was laid off due to a shortage of work. The claim was allowed.

On March 11, 1948, the claimant was notified of employment as a labourer with a large automobile manufacturer at rate of pay of 95 cents an hour. The employment was permanent and consisted of 44 hours a week on a night shift. The claimant declined this offer of employment for the following reasons:—

I cannot work from sundown Friday evenings till sundown Saturday evenings because I am a Seventh Day Adventist and Saturday is the Sabbath day.

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks as from March 12, 1948, under Section 40 (1) (b) of the Act, on the ground that the claimant had neglected to avail himself of an opportunity of suitable employment.

From this decision, the claimant appealed to a Court of Referees, before which he appeared, and the Court unanimously reversed the decision of the Insurance Officer. Their decision reads in part:—

The Court rule that the claimant has shown just cause for neglecting to avail himself of the offer of employment because of his religious belief and find that the claimant is not available for employment between sundown Friday and sundown Saturday. Therefore, the Court unanimously uphold the appeal.

From this decision of the Court of Referees, the Insurance Officer appealed to the Umpire.

DECISION:

According to the Insurance Officer's submission, the question to decide is whether the claimant has neglected to avail himself of an opportunity of suitable employment within the meaning of Section 40 (1) (b) of the Act.

The refusal by the claimant of employment—which would otherwise be suitable—on the ground that his religious belief forbids him to work on his Sabbath day, is justified as there is no reason to doubt that his religious convictions are honestly held.

The appeal, therefore, is dismissed.

Held that the claimant had neglected to avail herself of an opportunity of suitable employment within the meaning of the Act.—CU-B. 385 (September 20, 1948.)

MATERIAL FACTS OF CASE:

The claimant, married, 29 years of age, was employed as a bookkeeper by a manufacturer of cosmetics from September 10, 1941 to October 15, 1946. Upon termination of employment, her rate of pay was \$100 a month. On October 15, 1947, one year later, she filed a claim for benefit stating "that she had voluntarily left that employment due to ill health but was now capable and available for work." The claim was allowed.

On March 17, 1948, the Local Office notified the claimant of employment in a department store as a clerk to handle the cash for the store. After two interviews with the prospective employer, she was unsuccessful in obtaining the employment due to her lack of experience in that line of work. The Local Office commented that the claimant gave the employer the impression that she was not enthusiastic about securing the position.

On March 24, 1948, the Local Office also notified the claimant of employment as a clerk, in a clothing store, at a rate of pay of \$18 to \$23 a week, which is reported to be the prevailing rate of pay in the district for that type of work. Regarding this referral, the claimant made the following statement:—

I did not report to (the clothing store) on the 24th as it was 4:30 when I left this office and I had not arranged for my child for the whole afternoon. However I did report on Thursday around noon hour and found the position had been filled.

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks, as from March 25, 1948, under Section 40 (1) (b) of the Act, on the grounds that she had without good cause neglected to avail herself of two opportunities of suitable employment.

From this decision of the Insurance Officer, the claimant appealed to a Court of Referees. The Court of Referees unanimously reversed the decision of the Insurance Officer. Their decision reads in part:—

The claimant appeared personally before the Court. Her evidence is to the effect that she applied twice for the position offered at (the department store) but that she was not offered the position on either occasion. Her evidence is not contradicted by the information before the Court. As regards the position which she was notified in the (clothing store), she was given this information at 4.30 p.m. after she had been waiting in the employment Insurance office since 2.00 p.m. It was necessary for her to go

home and look after her child but she went to the (clothing store) the next day at noon. By that time, the position was filled.

The Insurance Officer appealed to the Umpire from the finding of the Court of Referees with regard to the position notified to the claimant in the clothing store.

DECISION:

The question to decide is whether the claimant should be disqualified under Section 40 (1) (b) of the Act in view of her delay in applying for the position notified to her with the Co.

The evidence indicates that when the claimant was notified of suitable employment with the Co. at 4.30 p.m. on March 24, 1948, she had been out of the labour field for a period of approximately one year and in receipt of unemployment benefit for over five months. Under the circumstances, it is reasonable to expect that she would have endeavoured at once to secure such employment. She did not report, however, to the prospective employer until noon the next day, when she was told that the position was filled.

The claimant might have had some justification for not having called at the Co. late in the afternoon of March 24, 1948, but by failing to present herself at that firm early the following morning, she has neglected to avail herself of an opportunity of suitable employment within the meaning of the Act.

The decision of the Court of Referees is therefore reversed and the appeal of the Insurance Officer is allowed. The disqualification of six weeks under Section 40 (1) (b) is reinstated as from the date that this decision is communicated to the claimant.

Unemployment Insurance Statistics April, 1949*

The monthly report of the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act stated that a total of 68,979 claims for Unemployment Insurance benefit was filed in April, 1949, compared with 103,402 in March and 59,265 during April, 1948. In addition, 3,278 claims for unemployment assistance were registered in Newfoundland. Each of these totals includes revised claims (that is, reconsiderations of existing claims) amounting, in the case of unemployment insurance, to 10,838 in April, 14,616 in March and 10,302 in April last year, and, for unemployment

assistance in Newfoundland, to 87 during April. Thus, initial and renewal claims, representing mainly new cases of unemployment recorded in the period, numbered, for unemployment insurance, 58,141 in April, 88,786 in March and 48,963 in April, 1948, and for unemployment assistance in Newfoundland, 3,191.

Ordinary unemployment insurance claims on the live unemployment register at April 30, 1949, numbered 134,480 (104,583 male and 29,897 female) compared with 185,787 (151,436 male and 34,351 female) at March 31, and 105,441 (78,267 male and 27,174 female) at April 30, 1948. Ordinary

* See Tables E-1 to E-7.

claimants are those who have been separated from their previous employment. In addition, there were 15,619 (13,218 male and 2,401 female) "other claims" on the live unemployment register at April 30 as against 11,912 (10,127 male and 1,785 female) on March 31, and 6,347 (5,303 male and 1,044 female) on April 30, last year. "Other claims" are largely those submitted by persons who have been put on short time at their places of employment.

In Table E-6, those on the live register at April 30, 1949, are classified according to the number of days they have been continuously on the register since the most recent initial or renewal claim was filed in each case and by sex and province. For purposes of establishing a continuous period on the register odd days of employment that do not result in a renewal claim are ignored. Periods of non-availability for work (including illness), other disqualified days and Sundays are not included in the total of days. An initial claim that immediately follows the termination of a claimant's preceding benefit year is not construed as initiating a new period on the register.

During April, 1949, 75,137 claims were disposed of at adjudication centres, including 755 special requests not granted (that is, requests for ante-dating, extension of the two-year period and additional benefit for those having a dependent) 1,001 referred to Courts of Referees for reconsideration. Of the remaining 73,381 claims in which the main consideration was entitlement to benefit, 56,222 were considered entitled to benefit and 17,159 not entitled to benefit. Chief reasons for non-entitlement as given by adjudicating officers were: "insufficient contributions while in insurable employment" 8,843 (it should be noted that the 439 unemployment assistance claims in Newfoundland shown as related to this

category are those that did not meet the conditions that the claim be filed within six months after losing the last employment and that thirty per cent of the working days in the three months prior to loss of employment be in insurable employment), "voluntarily left employment without just cause" 3,431 cases, "refused an offer of work or neglected an opportunity to work" 1,444 cases, "discharged for misconduct" 814 cases and "not capable of and not available for work" 748 cases.

A total of 191,677 persons received one or more benefit payments during April, 1949, amounting to \$7,605,824 for 3,400,443 compensated unemployed days compared with 239,826 persons paid \$10,361,473 for 4,644,642 compensated days in March and 139,477 persons paid \$5,178,519 for 2,631,964 compensated days in April, 1948. Thus, the average duration of the unemployment compensated was 17.7 days in April, 19.4 days in March and 18.9 days in April last year. The average amount of benefit paid per beneficiary was \$39.68 in April, \$43.20 in March and \$37.13 in April, 1948. The average amount of benefit paid per compensated day of unemployment was \$2.24 in April, \$2.23 in March and \$1.97 in April last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending April 30, 1949, showed 2,760,194 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, a decrease of 939,609 since March 31, 1949.

As at April 30, 1949, 214,201 employers were registered as having insurable employees representing an increase of 1,911 since March 31, 1949.

Recent Changes in Unemployment Insurance Regulations and Orders*

To conform with a simplified method of recording unemployment insurance contributions on the employee's contribution ledger card, Section 7 of the Benefit Regulations of the Unemployment Insur-

ance Commission has been revoked and the following substituted therefor:—

7. The five-year and three-year periods specified in Section 30 of the Act (which defines the second Statutory Condition under which benefit will be paid) shall end on the last day of the quarter preceding the commencement of the benefit year for which the computation is made; and, for the purpose of this section,

* The above changes were published in the *Canada Gazette* (Part II, Statutory Orders and Regulations), of May 25, 1949.

"quarter" means one of four parts of the year of approximately equal length, as the Commission may from time to time determine, the first of which shall commence on the Sunday nearest to April first.

The former Section 7 provided that the five-year and three-year periods should end on the day immediately preceding the first day of the benefit year. The reference in this section is to the periods which are taken into account in computing the number of weeks for which benefit is payable to a claimant. Under the provisions of Section 30 of the Act a claimant is entitled to one day of benefit for every five days of contributions made in the five years preceding the date of his claim. However, if benefit has been drawn on a previous claim, the number of days of entitlement is reduced by one-third of the number of days for which benefit was drawn in the three years preceding the current claim.

Whereas formerly the five-year and three-year periods were reckoned from the date on which the benefit year commenced, they are now to be reckoned from the end of the last complete calendar quarter preceding that date. In order to reduce time and administrative expense the Commission now proposes to post contributions from the employee's insurance book to the permanent contribution ledger card by calendar quarters rather than by weeks. This change will not only reduce the number of postings in a year but will considerably reduce the amount of filing space required to maintain these records, since more entries can be made on one card than formerly.

In addition a special order has been issued with respect to election employees, and still another regarding stevedores.

Election Employees

In connection with federal, provincial and municipal elections a great many employees have to be engaged for one or two days to compile voters' lists and to act as poll clerks and returning officers. Many of these are housewives and other non-insured persons, and the problem of making contributions for any such employees is considerable. The Commission has therefore made an order excluding this type of employment up to a period of ten days in any period of thirty consecutive days. The exclusion applies regardless of whether the person was previously engaged in insurable employment. The order, which has been

made under the provisions of paragraph (p) of Part II of the First Schedule to the Act, excepts employment as follows:—

Temporary employment in connection with federal, provincial or municipal elections, of persons engaged in compiling voters' lists or employed as enumerators, poll clerks, returning officers, or deputy returning officers, if the period of their employment does not exceed, in the aggregate, ten days in any period of thirty consecutive days.

Stevedores

In many small ports in the Maritime Provinces and also in the Magdalen Islands persons are employed on a casual basis in stevedoring who for the most part have no other insurable employment. The total amount of employment in stevedoring at these ports is very small. In many cases an employee does not work more than fifteen or twenty days in a year in such employment. Where his ordinary occupation is some non-insurable occupation such as farming or fishing contributions for such a small amount of insurable employment are of little value to the employee and the necessity for arranging for these contributions imposes a considerable burden on employers, since the majority of employees do not carry unemployment insurance books.

To overcome this difficulty the Commission has made a special order providing in effect that only those persons who have worked in insurable employment in excess of forty-five days in the previous year will be insured while engaged in stevedoring at these small Maritime ports. However, the Ports of Halifax and Sydney, N.S. and Saint John, N.B. are excluded from the provisions of the order, since the majority of stevedores at those ports are ordinarily engaged in insurable employment. The order does not apply to any ports in Newfoundland. The order has been passed under the provisions of paragraph (p) of Part II of the First Schedule to the Act and excepts employment as follows:—

Employment in stevedoring, at ports in the Magdalen Islands (Province of Quebec) and in the Provinces of Nova Scotia, New Brunswick and Prince Edward Island, other than the ports of Halifax, Sydney and Saint John, of any person whose usual occupation is not insurable employment, unless he declares to his employer, at the time of hiring, that in the twelve-month period immediately preceding the commencement of such employment in stevedoring he has been employed in insurable employment in excess of forty-five days in the aggregate.

Unemployment Insurance in Newfoundland

The Unemployment Insurance Act came into force in Newfoundland on April 1, 1949. However, it will be at least October 1, 1949, before workers in insurable employment in the new province can qualify for benefit under the Act, as the first statutory condition requires that contributions be paid for "not less than 180 days during the two years immediately preceding the date on which a claim for benefit is made."

To provide comparable protection for Newfoundland workers until the Unemployment Insurance Act becomes fully operative in that province, the following clauses were included in the terms of Confederation between Canada and Newfoundland:—

(1) Subject to this Term, Canada will provide that residents of the Province of Newfoundland in insurable employment who lose their employment within six months prior to the date of Union and are still unemployed at that date, or who lose their

employment within a two-year period after that date, will be entitled for a period of six months from the date of Union or six months from the date of unemployment, whichever is the later, to assistance on the same scale and under the same conditions as unemployment insurance benefits.

(2) The rates of payment will be based on the individual's wage record for the three months preceding his loss of employment, and to qualify for assistance a person must have been employed in insurable employment for at least thirty per centum of the working days within the period of three months preceding his loss of employment or thirty per centum of the working days within the period since the date of Union, whichever period is the longer.

It is anticipated that the unemployment assistance scheme will be continued for two years, until every worker in insurable employment in Newfoundland is in a position to qualify for the receipt of benefit under the Act.

CORRECTION

In the June issue of the *LABOUR GAZETTE*, page 676, it was stated erroneously that the United Steelworkers of America had reached a settlement (on the basis of a wage increase of 10 cents an hour and a reduction in weekly hours from 48 to 44) with the Steel Company of Canada (Hamilton), the Dominion Steel and Coal Corporation (Sydney), and the Algoma Steel Corporation (Sault Ste. Marie).

The error was that at that time a settlement on the above basis had been reached only with the Steel Company of Canada. Subsequently, on July 12, agreement was reached with the Dominion Iron and Steel Corporation. As of July 15, no agreement was reached with the Algoma Steel Corporation.

WAGES, HOURS AND WORKING CONDITIONS IN THE BREWERY AND TOBACCO PRODUCTS INDUSTRIES, 1948*

Average wage rates in 1948 in the Brewery and Tobacco Products Industries had increased 82.9 and 132.2 per cent respectively over comparable rates in 1939. Nearly three-quarters of the workers were in establishments reporting having collective agreements. The great majority of workers in both industries were on a five-day week of 40 or 48 hours in the Brewery Products Industry and 45 hours in the Tobacco Products Industry. A vacation of two weeks with pay was reported in practically every case after one to six years of service and more than two-thirds of the workers were eligible for three weeks after 20 or 25 years. Fifty-seven per cent of all plant workers received pay for six observed statutory holidays.

Brewery Products Industry

Average wage rates in this industry in 1948 were 82.9 per cent higher than comparable rates in 1939 and the 1948 index indicated an increase of nearly 13 per cent in rates over 1947.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	103.9	3.9
1941.....	113.3	9.0
1942.....	117.1	3.4
1943.....	121.9	4.1
1944.....	123.5	1.3
1945.....	127.9	3.6
1946.....	148.4	16.0
1947.....	160.7	8.3
1948.....	182.9	12.6

Returns from 57 establishments across Canada employing some 7,800 wage-earners and almost 1,000 office staff were used in this analysis (Table 1). The majority of the breweries employed less than 100 workers each but more than half the workers were located in ten breweries, employing more than 200 workers each.

Collective Agreements.—Of the 57 establishments, 45 reported having collective agreements in writing covering 82 per cent of the workers. Sixty per cent of the workers under agreement were in 35 establishments reporting agreements with the International Union of United Brewery, Flour, Cereal and Soft Drink Workers (CIO-CCL). Another eight establishments with 2,300 workers reported employees'

associations and the remaining two, directly chartered unions of the Trades and Labour Congress.

Wage Rates, Table 2.—Of the production workers in the brewery products industry, skilled brewhouse men were receiving the highest rates in 1948; for Canada as a whole, this class averaged \$1.08 per hour. The average for Stationary Engineers was \$1.13. Increases over 1947 in average rates within the various occupations ranged from 7 to 14 cents per hour.

* The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Research and Statistics Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework for the last pay period preceding October 1, as well as certain working conditions within their establishments. In the tables on wage rates, the averages shown are for selected representative occupations in each industry. The predominant ranges of rates include approximately the middle 80 per cent of the workers in each occupation in order to exclude extremely high and low rates and at the same time to show the ranges which contain the rates for the majority of workers. The averages, however, include all the workers in the occupation. Information on wage rates for 1948 in Logging and Construction was published in the April LABOUR GAZETTE and for Civic Employees in the May issue. Similar 1948 information on the Pulp and Paper, and Paper Box Industries was published in the June LABOUR GAZETTE.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

TABLE I.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE BREWERY PRODUCTS INDUSTRY, BY REGION, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia
Number of Establishments....	57	4	11	19	6	5	4	8
Employees:—								
Wage Earners:								
Male.....	7,678	314	2,776	2,627	487	372	522	580
Female.....	159	26	84	30	12	.....	7	.....
Total.....	7,837	340	2,860	2,657	499	372	529	580
Office Staff.....	964	46	529	219	73	16	40	41
Total Employees..	8,801	386	3,389	2,876	572	388	569	621

TABLE II.—AVERAGE WAGE RATES IN THE BREWERY PRODUCTS INDUSTRY, 1948

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Bottle Shop Workers, Skilled</i>		
Canada.....	\$ 1.03	\$
Quebec.....	.89	.84— .93
Montreal.....	.91	.82— .93
Ontario.....	1.15	1.12—1.19
Toronto.....	1.15	.....
Manitoba.....	.91	.87— .99
Saskatchewan.....	.84	.77— .89
Alberta.....	1.12	1.00—1.14
British Columbia.....	1.17	1.00—1.21
<i>Bottle Shop Workers, Semi-skilled and Unskilled</i>		
Canada.....	.94	.....
Quebec.....	.87	.79— .93
Montreal.....	.87	.79— .93
Ontario.....	1.06	.97—1.14
Toronto.....	1.10	.....
Manitoba.....	.84	.79— .89
Saskatchewan.....	.73	.60— .80
Alberta.....	.98	.90—1.11
British Columbia.....	1.02	.86—1.06
<i>Brewhouse Workers, Skilled</i>		
Canada.....	1.08	.....
Quebec.....	.95	.84— .98
Montreal.....	.96	.84— .98
Ontario.....	1.16	1.05—1.31
Toronto.....	1.20	1.15—1.34
Manitoba.....	1.03	.95—1.10
Saskatchewan.....	.89	.83—1.00
Alberta.....	1.14	1.04—1.26
British Columbia.....	1.23	1.02—1.43
<i>Brewhouse Workers, Semi-skilled</i>		
Canada.....	1.00	.....
Quebec.....	.88	.79— .93
Montreal.....	.89	.82— .93
Ontario.....	1.10	.99—1.19
Toronto.....	1.15	.....
Manitoba.....	.91	.83—1.01
Saskatchewan.....	.86	.80— .97
Alberta.....	1.04	1.00—1.16
British Columbia.....	1.14	1.03—1.25
<i>Brewhouse Workers, Unskilled</i>		
Canada.....	.96	.....
Quebec.....	.84	.77— .93
Montreal.....	.85	.77— .93
Ontario.....	1.09	.80—1.19
Toronto.....	1.16	1.10—1.19
Manitoba.....	.89	.85— .98
Saskatchewan.....	.81	.70— .89
British Columbia.....	1.06	.93—1.10

TABLE II—AVERAGE WAGE RATES IN THE BREWERY PRODUCTS INDUSTRY, 1948
—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Coopers</i>		
Canada	\$ 1.09	\$
Quebec	1.11	1.10—1.21
Ontario	1.17	.99—1.28
Manitoba	1.01	.87—1.14
Saskatchewan	.78	.65— .92
British Columbia	1.13	
<i>Labourers</i>		
Canada	.93	
Quebec	.81	.66— .93
Montreal	.89	.89— .93
Ontario	1.11	1.03—1.14
Manitoba	.83	.82— .86
Saskatchewan	.72	.60— .80
<i>Motor Truck Drivers</i>		
Canada	1.04	
Quebec	1.03	.96—1.12
Montreal	1.05	.96—1.12
Ontario	1.11	.94—1.21
Manitoba	.96	.75—1.23
British Columbia	1.10	
<i>Stationary Engineers</i>		
Canada	1.13	
Quebec	1.20	1.00—1.31
Montreal	1.22	.88—1.31
Ontario	1.19	.95—1.31
Toronto	1.25	1.19—1.31
Manitoba	1.05	1.00—1.09
Saskatchewan	.97	.89—1.05
Alberta	1.21	1.13—1.29
British Columbia	1.22	.96—1.38
<i>Stationary Firemen</i>		
Canada	1.00	
Quebec	1.03	1.00—1.04
Montreal	1.04	1.02—1.04
Ontario	1.11	.90—1.31
Manitoba	.90	
British Columbia	1.11	1.02—1.25

TABLE III.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE BREWERY PRODUCTS INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
On a 5-Day Week																
40	20	3,375					12	2,345					4	529	4	501
45	1	109					1	109								
48	10	2,732			10	2,732										
Total	31	6,216			10	2,732	13	2,454					4	529	4	501
On a 6-Day Week																
44	21	1,207	3	195			3	62	6	499	5	372			4	79
48	4	269			1	128	3	141								
50	1	145	1	145												
Total	26	1,621	4	340	1	128	6	203	6	499	5	372			4	79

Standard Weekly Hours, Table 3.—Weekly hours ranged between 40 and 50 with the largest group of workers, including 43 per cent of the total number of workers, in establishments reporting a 40-hour week. Another 38 per cent were in establishments working 48 hours per week.

The five-day week of either 40, 45 or 48 hours was reported by the majority of establishments and included nearly 80 per cent of the workers. In Ontario and Quebec, 94 per cent of the workers were on this schedule.

Overtime Rates of Pay, Table 4.—Time and one-half was the only premium rate reported for overtime during the work week, after daily or weekly hours had been worked.

Although half the plants, employing the majority of workers, reported time and one-half for overtime on Sunday, another 25, including 28 per cent of the workers, reported double time; in one other case, a rate of double time and one-half was reported.

For work on observed statutory holidays, more than half the establishments, employing 57 per cent of the workers, reported paying a rate of double time; double time and one-half was in effect in establishments employing more workers than in those

reporting time and one-half for holiday work. Two breweries in British Columbia reported a rate of triple time.

Vacations with Pay, Table 5.—All the establishments reported giving an initial vacation of at least one week after six months or a year of service and 15 of the establishments, employing 15 per cent of the workers reported giving two weeks initially.

More than two-thirds of the breweries, employing 54 per cent of the workers, reported a maximum vacation of two weeks, usually after one year of service. Three weeks were given after 20 or 25 years of service in 13 breweries, employing 44 per cent of the workers; they all reported an intermediate provision of two weeks after one to five years of service.

Statutory Holidays, Table 6.—In every case, some statutory holidays were reported observed, ranging from five to 12 and all but three paid for some or all of the holidays observed. Payment was made for six to nine of the observed holidays in 48 breweries, employing 93 per cent of the total number of workers, of which one-half received payment for six.

Shift Work, Table 7.—There was very little shift work reported on production

TABLE IV.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE BREWERY PRODUCTS INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday							
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Total Establishments and Workers <i>Time and One-Half</i>	32	2,857	32	2,857	25	4,980	57	7,837	57	7,837
Canada.....	29	2,778	29	2,778	25	4,980	29	5,558	12	1,198
Maritime Provinces.....	1	145	1	145	2	147	2	193	2	147
Quebec.....	1	93	1	93	10	2,767	10	2,732	4	827
Ontario.....	7	796	7	796	11	1,836	16	2,600	6	224
Manitoba.....	6	499	6	499						
Saskatchewan.....	4	308	4	308	1	64				
Alberta.....	3	363	3	363	1	166				
British Columbia.....	7	574	7	574			1	33		
<i>Double Time</i>										
Canada.....							25	2,193	30	4,429
Maritime Provinces.....							2	147	2	193
Quebec.....							1	128	2	1,004
Ontario.....							2	32	11	1,925
Manitoba.....							6	499	6	499
Saskatchewan.....							4	317	2	189
Alberta.....							4	529	2	244
British Columbia.....							6	541	5	375
<i>Double Time and One-Half</i>										
Canada.....							1	55	11	1,980
Quebec.....									5	1,029
Ontario.....									1	483
Saskatchewan.....							1	55	3	183
Alberta.....									2	285
<i>Triple Time</i>										
Canada (British Columbia only)...									2	199
<i>No Premium Pay*</i>										
Canada.....	3	79	3	79			2	31	2	31

* Includes establishments paying straight time or reporting having no overtime policy.

work in this industry and in only a few instances were wage rate differentials reported. Fifteen per cent of the total number of workers were on either second or third shifts and mainly on the second of a two-shift operation.

Sick Leave with Pay.—More than half the workers were in the 23 breweries

reporting some provision for sick leave with pay. Nine breweries stated that a medical certificate is required, another eight reported group insurance schemes and the remainder had various provisions, such as allowing six or 12 days per year, giving it only after one year of service, or stating that they normally granted paid sick leave.

Tobacco Products Industry

By 1948, the wage rate index for the Tobacco Products Industry, based on comparable rates in 1939, had reached a high of 232.2 with an increase of almost 25 per cent over rates in 1947.

For the purposes of this article, returns for 21 Quebec and 13 Ontario establishments have been used covering a total of nearly 8,800 plant workers at the time of the survey (Table 8). Three-quarters of the workers were in seven of the establishments which employed over 400 workers each and, although 20 of the 34 plants

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	102.8	2.8
1941.....	113.0	9.9
1942.....	120.4	6.5
1943.....	131.5	9.2
1944.....	140.3	6.7
1945.....	140.5	.1
1946.....	156.9	11.7
1947.....	186.4	18.8
1948.....	232.2	24.6

TABLE V.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE BREWERY PRODUCTS INDUSTRY, 1948

Length of Service Required	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>Six Months</i>										
Canada.....	14	2,608	1	48			1	48		
Maritime Provinces.....			1	48			1	48		
Ontario.....	11	2,299								
Manitoba.....	1	183								
Saskatchewan.....	2	126								
<i>One Year</i>										
Canada.....	28	4,067	14	1,114	3	148	27	3,239		
Maritime Provinces.....	3	292								
Quebec.....	11	2,860								
Ontario.....	6	807	2	51	1	109	12	1,887		
Manitoba.....			5	316			6	499		
Saskatchewan.....			3	246			5	372		
Alberta.....	4	529								
British Columbia.....	4	79	4	501	2	39	4	501		
<i>Two Years*</i>										
Canada.....							7	541		
Maritime Provinces.....							1	145		
Ontario.....							4	152		
Alberta.....							2	244		
<i>Five Years</i>										
Canada.....							6	408		
Maritime Provinces.....							2	147		
Quebec.....							2	221		
British Columbia.....							2	40		
<i>Twenty Years</i>										
Canada.....									4	814
Ontario.....									2	529
Alberta.....									2	285
<i>Twenty-Five Years</i>										
Canada (Quebec only).....									9	2,639
Total Establishments and Workers.....	42	6,675	15	1,162	3	148	41	4,236	13	3,453

* One establishment reported a service requirement of three years.

employed less than 100 workers each, they accounted for only eight per cent of the total number of workers.

Collective Agreements.—Slightly more than three-quarters of the workers in 12 establishments were reported to be covered by some form of collective agreement in writing. With the exception of two employees' associations and one establishment reporting an agreement with Le Syndicat Catholique et National des Travailleurs du Tabac, the unions reported were the Tobacco Workers' International Union and in one other case, the Cigar Makers' International Union of America.

Wage Rates, Table 9.—In the manufacture of cigarettes and tobacco, average rates for males ranged from 89 cents to \$1.27 per hour, while for women workers, who are more numerous, the range was 66 to 91 cents. The rates in cigar manufacturing were somewhat lower, with males receiving 71 cents to \$1.09 and female workers 61 to 82 cents per hour.

Standard Weekly Hours of Work, Table 10.—The five-day week was in effect in 24 of the 34 plants, employing 95 per cent of the workers.

The nine-hour day, five days per week was the most common schedule covering

TABLE VI.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE BREWERY PRODUCTS INDUSTRY, 1948

	Number of Holidays Observed, by Establishments								Total Estab- lish- ments	Total Wage Earners Affected
	Days									
	5	6	7	8	9	10	11	12		
Establishments Paying for—										
3 Holidays			1						1	109
5 "	1								1	42
6 "		2		9			8		19	3,622
7 "			1	1					2	986
8 "				14	1				15	1,261
9 "					12				12	1,412
10 "						4			4	291
Total Establishments Paying for Three or More Holidays	1	2	2	24	13	4	8		54	7,723
Total Establishments Not Paying for Holidays		1				1		1	3	114
Total Establishments Observing Holidays	1	3	2	24	13	5	8	1	57	7,837

TABLE VII.—SHIFT WORK IN THE BREWERY PRODUCTS INDUSTRY, SHOWING WAGE RATE DIFFERENTIALS, 1948

Wage Rate Differential	Two-Shift Operation		Three-Shift Operation			
	2nd Shift		2nd Shift		3rd Shift	
	Estab- lish- ments	Wor- kers	Estab- lish- ments	Wor- kers	Estab- lish- ments	Wor- kers
Total number of establishments and workers...	17	846	11	215	11	185
<i>No Differential</i>						
Canada	12	376	8	201	8	168
Maritime Provinces	1	4				
Quebec	1	12				
Ontario	6	274	6	197	6	164
Manitoba	1	1	1	1	1	1
Saskatchewan	1	16	1	3	1	3
Alberta	1	60				
British Columbia	1	9				
<i>Two cents per hour</i>						
Canada	2	195	2	5		
Quebec	1	125	2	5		
Alberta	1 ⁽¹⁾	70				
<i>Five cents per hour</i>						
Canada (Quebec only)	3	275	1	9	3	17

(1) This establishment reported a wage differential of three cents per hour.

nearly 90 per cent of the workers; the eight establishments reporting a longer work week than 45 hours whether on a five or six-day week, employed only six per cent of the workers. The 40-hour week was reported by three relatively small establishments.

Overtime Rates of Pay, Table 11.—

Although more than half the plants paid regular rates or gave no information on overtime policy, 93 per cent of the workers were in the 16 plants giving a rate of time and one-half for overtime after either daily or weekly hours had been worked. In 14 of these 16 establishments, the five-day week was in effect which meant that all Saturday work would be paid at this

premium rate, after daily hours had been worked, or after weekly hours in one case.

Time and one-half was the most common rate for Sunday work. In the case of overtime work on observed statutory holidays, 89 per cent of the workers were in establishments giving a rate of double time or double time and one-half, and mainly the latter.

Vacations with Pay, Table 12.—All the establishments reported giving a paid vacation of one or, in the case of two establishments, two weeks after one year of service.

One week was the longest vacation given by 14 establishments employing 418 workers. A maximum of three weeks was reported by 16 establishments after 10, 20 or 25 years of service with slightly more than two-

TABLE VIII.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE TOBACCO PRODUCTS INDUSTRY, BY PROVINCE, 1948

	Canada	Quebec	Ontario
Number of Establishments.....	34	21	13
Employees:			
Wage Earners—			
Male.....	3,128	2,575	553
Female.....	5,624	5,078	546
Total.....	8,752	7,653	1,099
Office Staff.....	816	681	135
Total Employees.....	9,568	8,334	1,234

TABLE IX.—AVERAGE WAGE RATES IN THE TOBACCO PRODUCTS INDUSTRY, 1948

Area and Occupation	Average Wage Rate per Hour	Range of Rates per Hour
Canada (Quebec and Ontario)	\$	\$
<i>Cigarettes and Tobacco</i>		
Adjusters.....	1.14	.98—1.32
Cigarette Making Machine Operators, Female.....	.83	.77— .84
Cigarette Making Machine Catchers, Female.....	.74	.63— .91
Cutting Machine Operators.....	1.02	.87—1.18
Machinists.....	1.27	1.02—1.53
Packers, Machine, Female.....	.66	.53— .84
Packers, Hand, Female.....	.86	.53—1.36
Searchers (Pickers), Female.....	.91	.68— .98
Shippers.....	1.00	.88—1.24
Stemmers, Machine, Female.....	.85	.67—1.00
Unskilled Workers, Male.....	.89	.72— .97
Unskilled Workers, Female.....	.67	.61— .72
<i>Cigars</i>		
Adjusters.....	1.09	1.03—1.13
Binder and Wrapper Layers, Female.....	.78	.55— .89
Examiners, Female.....	.82	.76— .89
Packers, Female.....	.61	.35— .83
Rollers, Male.....	.71	.35—1.05
Rollers, Female.....	.67	.49— .87
Stemmers, Machine, Female.....	.63	.41— .76
Unskilled Workers, Male.....	.78	.61— .92
Unskilled Workers, Female.....	.61	.50— .72

thirds of the workers in the 13 plants giving three weeks after 25 years. In all cases of establishments reporting a maximum vacation of three weeks, an intermediate provision of two weeks after three to six years of service (in nearly all cases after five years) was reported.

Statutory Holidays.—Twenty-three of the plants, employing 93 per cent of the workers, observed between one and 11 statutory holidays and paid for one to ten of those observed. The remaining seven per cent of the workers were in nine establishments observing between six and 15

TABLE X.—STANDARD WEEKLY HOURS OF WORK IN THE TOBACCO PRODUCTS INDUSTRY, 1948

Standard Weekly Hours	Canada		Quebec		Ontario	
	Estab-lish-ments	Wor-kers	Estab-lish-ments	Wor-kers	Estab-lish-ments	Wor-kers
<i>On a 5-Day Week</i>						
40.....	3	49	2	45	1	4
42 and 42½.....	2	48	1	8	1	40
44.....	4	207	1	38	3	169
45.....	13	7,843	11	7,186	2	657
47½ and 50.....	2	188	2	188	.....	.....
Total.....	24	8,335	17	7,465	7	870
<i>On a 6-Day Week</i>						
44.....	3	131	.....	.....	3	131
45 and 47.....	2	41	.....	.....	2	41
48.....	3	103	2	46	1	57
52½ and 55.....	2	142	2	142	.....	.....
Total.....	10	417	4	188	6	229

TABLE XI.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE TOBACCO PRODUCTS INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Monday to Saturday							
	Estab-lish-ments	Wor-kers	Estab-lish-ments	Wor-kers	Estab-lish-ments	Wor-kers	Estab-lish-ments	Wor-kers
Total Establishments and Workers.....	31	8,056	3	696	34	8,752	34	8,752
<i>Time and One-Half</i>								
Canada.....	13	7,444	3	696	12	5,994	5	373
Quebec.....	11	6,787	3	696	10	5,337	5	373
Ontario.....	2	657	.....	.....	2	657	.....	.....
<i>Double Time</i>								
Canada.....	.....	.....	.....	.....	2	1,868	6 ⁽¹⁾	2,060
Quebec.....	.....	.....	.....	.....	2	1,868	3	1,891
Ontario.....	.....	.....	.....	.....	.....	.....	3	169
<i>Double Time and One-Half</i>								
Canada.....	.....	.....	.....	.....	.....	.....	10 ⁽²⁾	5,702
Quebec.....	.....	.....	.....	.....	.....	.....	8	5,045
Ontario.....	.....	.....	.....	.....	.....	.....	2	657
<i>No Premium Pay</i> ⁽³⁾								
Canada.....	18	612	.....	.....	20	890	13	617

⁽¹⁾ In three establishments observing 8 holidays and paying for 6 the overtime rate for the holidays not paid for was straight time.

⁽²⁾ Six of these establishments observed 11 holidays and the remainder observed 8, all paying for 6; the overtime rate for the holidays not paid for in each case was time and one-half.

⁽³⁾ Includes establishments paying straight time or reporting no overtime policy.

statutory holidays but paying for none and another two observing none. More than two-thirds of the workers were in 13 plants observing either eight or 11 holidays and paying for six in every case. Another 22 per cent of the workers were in three plants observing eight or ten holidays and paying for eight.

Sick Leave with Pay.—More than two-thirds of the workers were in 18 plants reporting provisions for paid sick leave.

Two of the plants reported having group insurance, a few others reported allowing a week or two per year to regular employees and the most of the others stated paid leave was based on length of service.

Shift Work.—Only three plants reported any shift work with a total of 485 workers on the second shift of a two-shift operation. One establishment with 155 workers reported paying a wage differential of five cents per hour for work on the second shift.

TABLE XII.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE TOBACCO PRODUCTS INDUSTRY, 1948

Length of Service Required	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>One Year</i>										
Canada.....	32	8,722	2	30	14	418				
Quebec.....	20	7,630	1	23	9	285				
Ontario.....	12	1,092	1	7	5	133				
<i>Two Years</i>										
Canada (Ontario only).....							3	140		
<i>Five Years</i>										
Canada (Quebec only).....							1	200	1*	255
<i>Twenty Years</i>										
Canada (Quebec only).....									2	1,868
<i>Twenty-Five Years</i>										
Canada.....									13	5,871
Quebec.....									8	5,045
Ontario.....									5	826
Total Establishments and Workers.....	32	8,722	2	30	14	418	4	340	16	7,994

* This establishment required a service of ten years.

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

Employment operations were extremely active during May since the greater part of seasonal hirings take place during that month. The number of persons registered for work at employment offices dropped at a rate of about 10,000 a week. Although labour shortages were becoming more general, the employment market for the most part was evenly balanced between workers and jobs. The construction industry this year will again play an active part in sustaining employment levels.

The employment market showed steady improvement during May with the advance in seasonal operations. Labour shortages were now appearing in numerous occupations. These were small in number, not insistent, and mostly in the skilled trades. The number unplaced at employment offices dropped by 50,000 during the month to bring the number on file to 155,000 at June 2. Of those still on file, approximately 10 per cent were already employed but were working short shifts or reduced hours. For the most part, the situation appeared to be one of equilibrium, with relatively few outstanding shortages or surpluses of workers. The absorption of university students into summer and permanent employment was progressing satisfactorily.

The current state of the employment market reflected the general economic conditions of the country. Economic indicators as a whole pointed upward although the rate of increase was slowing in some sectors. The index of industrial production had now virtually regained the high level of the autumn months after taking a decided seasonal dip during the months of January and February. Retail trade maintained its lead in dollar value over last year's level with business picking up with the seasonal upswing. Car loadings or revenue freight, however, were lagging behind the 1948 level even into the second week of May. To that date, car loadings had been approximately 2 per cent below the corresponding total for 1948.

The construction industry, one of the chief supports of the present high employment level, was again expected to reach, if not surpass, last year's employment total of 325,000 jobs. The outlook for the coming season varied from region to region. In the Maritime provinces, a very busy season

seemed certain because of extensive federal and provincial government contracts. In Quebec, residential construction was of primary importance, although the season had not yet advanced to its expected level. The Ontario construction program still appeared to be heavy and, while delayed in starting, tradesmen were soon expected to be in short supply. In the Prairies, the immediate employment picture for skilled tradesmen was bright, although jobs for the unskilled construction workers may be curtailed by the end of the season. Throughout British Columbia, the industry gave promise of being extremely active with virtually unlimited employment opportunities.

Industrial Analysis

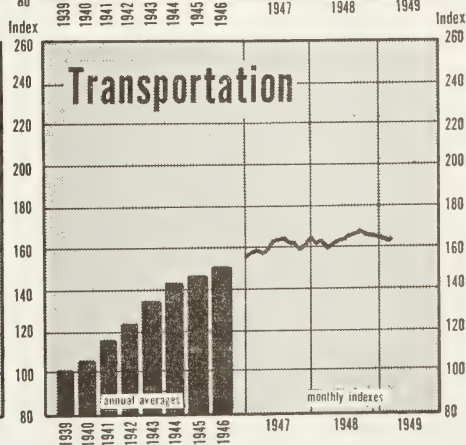
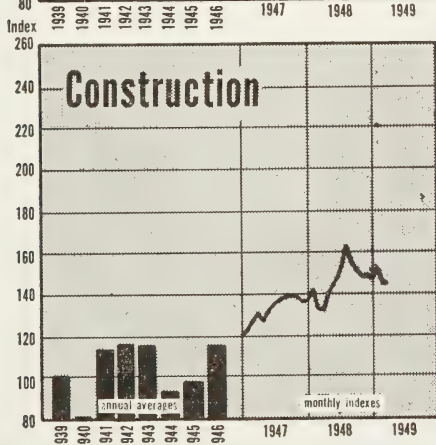
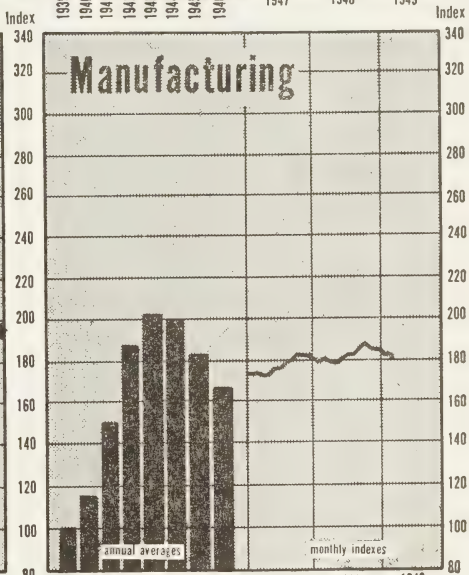
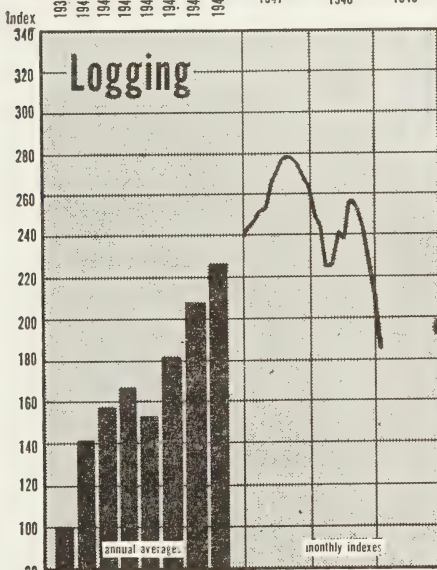
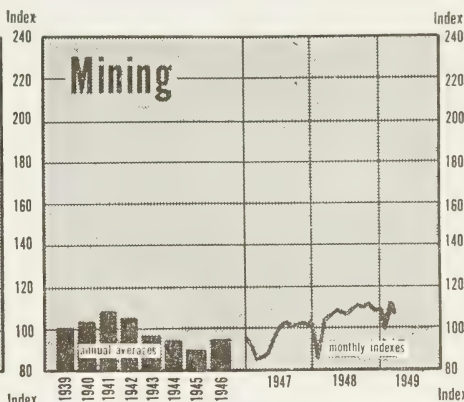
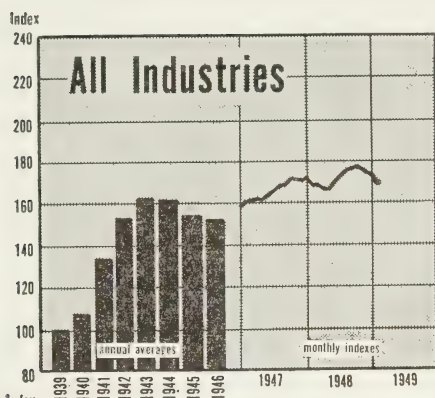
The labour supply situation in **agriculture** had considerably improved over the year. In fact, in some areas conditions were the most satisfactory since 1939, despite the fact that May is a month of high seasonal labour needs. Local applicants have been appearing in greater numbers this season although single experienced men, the type of workers currently in demand, were not plentiful.

In Eastern Canada, one important reason for the improved supply of men was the situation in the logging industry. By May, logging operations were drawing to a close and men were coming back from the woods in search of work. Many of these had had farming experience and were placed in this work. As well, both winter and summer cutting for 1949 had been reduced from last year. Another factor in the improved position was the beneficial effect of immigration. In almost every farming community in Canada, Dutch, Polish or DP immigrants had filled farm labour vacancies.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939=100

Seasonally Adjusted



Since the end of the war, some 35,000 immigrants from all countries had entered Canada for this work.

Preparations were being made for two movements of farm workers from the Prairie provinces during May. Western farmers were being requested for haying operations in Ontario; the movement will start around the middle of June. The Pacific regional employment office had orders for 250 Prairie berry pickers to be despatched on June 6.

Logging operations in British Columbia during May were expanding seasonally. A more than adequate supply of labour was reported, although there were vacancies for key personnel. This labour surplus was expected to disappear rapidly once the camps are in full production. A 50 per cent restriction on road usage limited the scope of operations during the month. Market conditions were uncertain as yet with the volume of export trade still in doubt.

The river drives were in full swing in Eastern Canada during May and there was no difficulty in obtaining experienced men. Low water levels were reported to be hindering operations in a few areas, notably in the Port Arthur-Fort William district. Little summer cutting was being carried on in the Eastern areas this year, as inventories remained high. Reduced labour turnover and increased efficiency brought about a further decline in labour needs. A light demand for men for camps in the United States was reported; this was supplied mainly by loggers from Quebec.

Employment in the **manufacturing** industries, which employ about 25 per cent of the total labour force in Canada, was expected to level off during the first half of 1949. Most of the new plants planned at the end of the war had been completed and were now in operation. A very slight increase in employment, about 3 per cent, was anticipated for the durable goods industries. For non-durables as a whole, employment was expected to remain about the same as in 1948. A considerable expansion was expected in the work force in electric power plants but this industry is relatively small with about 32,000 employees, or about 3 per cent of total manufacturing employment.

Many collective agreements came up for re-negotiation during May and strike action resulted in a few cases. There were 16 strikes in progress, 12 of which began during the month. Some 2,600 workers were involved, including 1,500 at a single automobile manufacturing plant in Hamilton, Ontario.

The **construction** season was well under way during May, with few interruptions caused this year by labour and material shortages. As the season progressed, however, spot shortages of various skilled trades were expected. Expansion of operations this summer will mean employment for some 50,000 more men than were at work during the winter. In 1948, the labour force in the industry hit a peak of just over 300,000 as compared with a low of about 250,000 reached early in 1949.

Wage rates in the building trades were not moving up as rapidly this year as in previous post-war seasons. In most occupations, latest data showed that rates were at the same level or five cents per hour higher than in 1948. In the four largest cities across Canada, the following ranges (in dollars) were shown: bricklayers (1.40-1.80); carpenters (1.25-1.50); electricians (1.35-1.70); painters (1.15-1.45); plasterers (1.40-1.80); plumbers (1.11-1.75); common labourers (.80-1.10); skilled labourers (.90-1.10). Rates were generally higher in Vancouver and Toronto followed by Winnipeg and Montreal, respectively.

The volume of construction contracts awarded has been well maintained this year. In the first five months, the cumulative total was \$386 million, or \$37 million over the same period last year. In part, this represents a price increase since building costs were estimated to be about 7 per cent above last year's level.

Retail sales in **trade** have been well maintained this spring as consumer purchasing power remained high. Inventories began to move more rapidly during May as industrial activity picked up, assisted by the tourist trade and seasonal sales. Labour market activity has not been correspondingly brisk, however. Most stores were now well-staffed and current demand was due principally to normal labour turnover. As well, qualifications were higher this year making it more difficult for the inexperienced and less suitable workers to obtain employment.

The situation in the Maritimes did not appear as bright as elsewhere in Canada. Both here and in some parts of Newfoundland, unemployment and part-time work had reduced consumer expenditures. The situation appeared to have improved during May, however, as department store sales in the Maritimes for the two-week period ending June 7 experienced the largest increase over 1948 levels of any part of the country.

The two most westerly provinces, Alberta and British Columbia, also had substantial increases in department store sales in this

period. British Columbia reported retail business generally good, with sales and employment high. In the Prairies, there was the usual slack period due to seeding; crop prospects will determine future sales trends.

Regional Analysis

In the *Maritime* region, the seasonal upswing proceeded steadily during May, despite a few weeks of unfavourable weather which delayed activity in some areas. Expansion in fishing and construction, and recovery in coal mining, were evident.

The Fisheries Prices Support Board decision to discontinue purchases from the herring pack affected employment for fishermen and processing plant workers in New Brunswick; former purchases had been for European relief. Lobster fishermen reported good catches and ready markets, but were not entirely satisfied with prices, which were below the average for previous years. In Newfoundland, cod fishing was active, the lobster season continued well, sealing was almost over and the whaling season was starting. The herring packing season had been extended to the end of May by the Fisheries Board since herring had not been plentiful, but packers were advised to have definite markets ahead.

Construction was creating much employment. In New Brunswick, however, the provincial government had suspended all its contracts until the federal budget estimates had been approved and the province could determine the extent of its own expenditures. In Newfoundland, all government construction projects were brought to a close three weeks before the provincial election, according to legislation, and this greatly affected construction activity during May, although it will result in even greater impetus for June.

Coal mining employment improved and stabilized in all areas except Amherst and Minto, where lack of orders still caused part-time operations. Logging operators in New Brunswick did not plan large cuts of pulp, pit props or lumber for the summer because of uncertain markets. In Newfoundland, logging activity was in full swing; employment was above last year's level to meet the requirements of expanded mill capacity.

In the *Quebec* region, expansion in primary industries was steady during May and the labour surplus dropped markedly. Manufacturing employment remained fairly stable, but sawmills, the river log drive, and mining absorbed many workers. Activity in agriculture and construction was increas-

ing. Long standing shortages of many manufactured goods were disappearing and a balance between demand and supply was in sight, even for such previously scarce items as steel. Uncertainty with regard to overseas markets had affected several industries.

Heavy manufacturing industries—iron and steel, aluminum, aircraft—maintained steady production and employment levels. The pulp and paper industry faced the possibility of some price adjustments, and production of groundwood and sulphite pulp was declining; paper mills, however, continued to operate at near capacity. Production in primary textile plants was declining, since the loss of export markets and diminishing domestic orders forced many mills to reduce hours or release workers; the industry was also affected by normal seasonal slackness at that time. Clothing firms were busy and prospects for fall business were encouraging.

Cold and rainy weather delayed farm operations somewhat and farm labour needs were easily met. Plans were already underway, however, for the transfer of farm workers within the region and to other regions as labour needs increase. The log drive began with an early start in May and should continue well into June. All sawmills were in operation which relieved rural unemployment greatly. In mining areas of western Quebec, the usual exodus of underground workers to other seasonal employment was taking place. The heavy labour turnover has created an acute shortage of experienced underground men, particularly in view of the plans for production expansion recently announced by the operators.

Employment conditions in the *Ontario* region improved further during May chiefly because of the construction industry. Manufacturing, the major industry of the region, still showed little sign of marked expansion since employers remained apprehensive of the business outlook. Reduced industrial activity in the United States, the decline in consumer demand for many products, and uncertainty regarding export markets have all contributed to a caution which has not been evident during the past years of buoyant inflationary conditions.

Heavy metal manufacturing did not show any great change during the month. Foundry activity was still slow, and many companies continued on the 4-day week. Steel production continued at capacity. Electrical equipment firms maintained full production schedules. Shoe manufacturing was steady, but uncertainty resulted from

increasing buyers' resistance; retail outlets were avoiding large orders, in expectation of price cuts.

Farm labour demand had increased steadily, but as yet no supply problems had arisen. Many orders for western harvesters have been placed in advance. The contracts of a large group of DP workers will expire shortly. There is a possibility that many will leave mixed farming employment to work in the tobacco or sugar beet fields, where earnings are greater.

A heavy construction program was well under way. Skilled tradesmen were in demand, and in several areas, the local supply was exhausted. The demand for bricklayers, painters, plasterers, roofers, cement finishers, and tinsmiths, remained high; carpenters were in good supply.

Operations in seasonal industries in the *Prairie* region were well established during May, and the employment pattern for the summer became clear. The labour surplus decreased further and, in some areas, shortages of skilled workers were developing.

The peak of farm labour demand was now passed in all provinces until the harvest season began. Much of the current demand was for short seasonal operations. The threat of extensive grasshopper damage continued despite cold weather and control measures, but it was hoped that damage might be kept to fairly low proportions.

The summer logging season promised to be the quietest in years, and cutting will be at a minimum. Sawmills were operating normally, but the market for lumber showed signs of weakening. In mining areas, prospecting crews were going into the field. The re-opening of navigation stimulated activity in iron mining and additional men will be hired as soon as stock piles have been moved. Coal mines, however, were still on short-time operation.

The prospects for housing construction were excellent and a heavy season was planned; a shortage of tradesmen may develop but will probably not reach serious proportions. The situation with regard to industrial construction varied. In some areas, expansion was creating shortages of cement and steel, as well as skilled workers; in other areas, work on industrial units was slack. The highway construction schedule was extensive, and skilled operators of road building equipment were already in short supply.

The employment upswing in the *Pacific* region gained further momentum during May. Woods operations reached full production, the fishing industry was active, placer mining, agriculture and construction

were rapidly absorbing workers. Emphasis in the employment market was shifting from surpluses to shortages, particularly of skilled men.

Ideal seeding and growing conditions boosted orders for farm workers. Displaced Persons and Dutch immigrants have been of great assistance to the ranching and dairying industries. Berry crops were ripe and once again pickers were being recruited from the Prairies.

Logging was in full swing in all areas by the end of the month, except for occasional closures due to low humidity, fires and high water conditions. There were openings for several hundred skilled workers, but such men were not available. Sawmill operations will probably not provide much additional employment in the next few months, since current trends pointed to stabilization; many plants reported the lowest labour turnover in several years. There were, however, scattered shortages of key personnel.

There was a decided uptrend in construction activity, particularly in road building projects. Skilled road equipment operators were becoming scarce. Building construction projects had absorbed local labour supplies in most outlying areas and men soon would have to be cleared from Vancouver, where a fair number of workers were available, except in the trowel trades. A steady demand for all types of construction workers was indicated for the balance of the year.

Employment Service Activities

During May the number of unplaced job seekers at employment offices was reduced by another 50,000. By June 2, the number of unplaced applicants had decreased to 155,000—about two-thirds the number registered at the winter high in unemployment. A similar decline occurred in the claims for unemployment insurance for which 75 per cent of all applicants apply.

Almost all young able-bodied men in Canada were now able to find jobs in some form of seasonal work. Labour needs in agriculture reached a temporary peak during the seeding and planting season. This period in previous years had posed a serious labour shortage problem but this year a combination of factors—weather, immigration, mechanization and improved local labour supplies—had prevented any sizable difficulty. Construction and transportation in addition were in the process of expansion with labour demand widespread and varied. Except in a few skilled trades and in a limited number of areas, workers and jobs appeared to be in even balance.

This state of equilibrium was indicative of the general condition of the labour market. Labour demand, although diversified and relatively large, was not pressing; few employers for the time of year were placing their orders in clearance. For the most part, employers were willing to wait for suitable applicants. At the same time, the available labour supply, apart from students, was being reduced to persons with some form of employment handicap—age, physical or mental difficulties, occupational maladjustment, and in the case of women, marriage. These difficulties did not necessarily preclude the applicant from placement and in some cases might enhance their value in certain classes of work. The problem facing employment offices this year will be one of increasingly selective placement.

A few cases of substantial labour shortages were still evident, although these were confined to a relatively small number of occupations, and existed predominantly in the women's field. The low wages, poor working conditions and long hours of work often associated with the service industries caused a withdrawal of workers at the first

signs of renewed activity in other industries. In the nursing profession also the employment situation was seriously out of balance. Increased student registration was still unable to catch up with the greatly augmented requirements of hospitals, industry, and private nursing. In the stenographic field too, help was at a premium in practically all parts of Canada. Orders were now particularly heavy in the hope of attracting students graduating from business schools.

Qualified men continued to be in short supply in two of the apprenticeship trades, auto mechanics and bricklaying. Attracting workers at apprenticeship wages during a period of high employment is necessarily difficult. It is even more so when occupations such as these, particularly bricklaying, are handicapped by some degree of seasonality. In addition, many workers in these lines have been able to secure jobs without acquiring journeyman's papers because of the tremendously inflated post-war demand for their services. In the auto mechanic trades, especially, there has been a relatively large group of semi-skilled workers but a very inadequate supply of skilled men.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced from 159.3 to 159.5 between April 1 and May 2, 1949. The slight increase was mainly attributable to a rise of 1.0 in the food index which moved from 198.5 to 199.5 as a result of seasonal increases in meats, coupled with advances in a number of other foods. The clothing index moved up 0.1 to 183.3, while the index of home furnishings and service rose the same amount to 168.1. The sharpest change was registered by the fuel and light index which decreased from 131.0 to 129.1 due to price declines for coke and anthracite coal in Ontario and Quebec. The indexes of miscellaneous goods and services and rents were unchanged at 128.4 and 122.4 respectively.

From August, 1939 to May, 1949, the increase in the cost-of-living index was 58.2 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes moved up for six of the eight regional cities between April 1 and May 2, while two were lower. Higher foods were mainly responsible for the advances although clothing, and home

furnishings and services registered minor increases at a few centres. For three cities, Montreal, Toronto and Saskatoon, decreases were recorded in fuel costs.

Composite city index changes between April 1 and May 2, 1949, were as follows: Winnipeg +0.9 to 154.7; Edmonton +0.8 to 155.1; Vancouver +0.6 to 161.1; Toronto +0.2 to 155.0; Saint John +1 to 156.0; Halifax +0.1 to 152.4; Montreal -0.2 to 161.7, and Saskatoon -0.1 to 161.7.

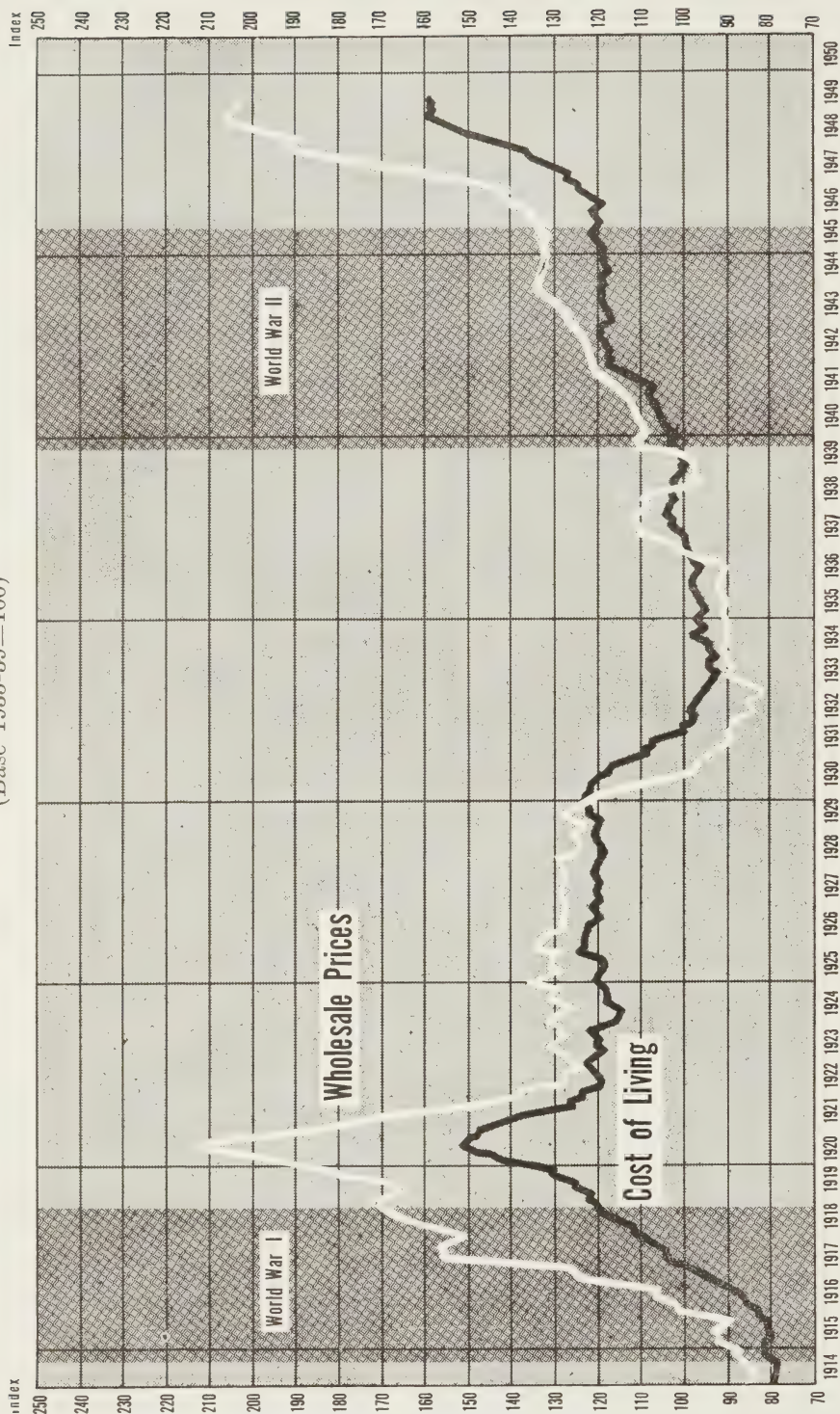
Wholesale Prices, April, 1949

The composite index of wholesale prices eased 0.1 to 157.5 (base 1926=100) between March and April, 1949. Although seven of the eight component group indexes moved lower, these declines were almost balanced by a substantial gain in vegetable products. The index for non-ferrous metals reflected the sharp price reductions in this field, dropping 12.6 points to 149.0 due to continued weakness for copper, lead and zinc. Wood products moved down 2.4 points to 189.5, reflecting lower quotations for red cedar shingles, wood-pulp and matches, while chemicals and allied products

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



registered a 2·2 point decrease to 125·2 when recessions in glycerine, paint materials and tartaric acid outweighed strength in aluminium sulphate. Lower prices for coal, fuel oil and sand and gravel were reflected in a decline of 1·2 to 136·7 for non-metallic minerals. In the animal products group easier quotations for butter, cheese, lard and tallow overbalanced strength in livestock, fresh meat and hides and skins to reduce the index 0·5 to 167·2. Fibres and textiles moved down 0·1 to 162·3 when declines in jute and burlap bags outweighed strength in cotton thread. Iron and steel products also receded 0·1 to 171·5, reflecting weakness in steel sheets and cast iron scrap. Prices for car axles were

slightly higher in this group. An increase of 4·3 points for vegetable products advanced the index for this group to 140·3 when higher prices for oats, barley, flour, rolled oats, mill feeds, bread and potatoes greatly outweighed a decline in vegetable oils.

Canadian farm product prices at wholesale were firmer in April, the composite index moving up 1·8 points to 147·6, supported by strength in both sub-groups. The animal product section rose 2·6 points to 183·5 due to strength in livestock, fowl, eggs and hides and skins. Higher prices for oats, barley, rye and potatoes were reflected in a gain of 1·3 to 126·1 for vegetable products.

STRIKES AND LOCKOUTS*

Canada, May, 1949

Since the beginning of the year there has been an upward trend in the number of disputes between employers and workers which resulted in work stoppages. During May, 1949, the number of strikes and lockouts, the number of workers involved and the time loss in man-working days were greater than in the previous month. As compared with May, 1948, the number of strikes showed little change but there was a substantial increase in the number of workers involved and the time loss. Preliminary figures for May, 1949, show 23 strikes and lockouts in existence, involving 10,540 workers, with a time loss of 174,150 man-working days, as compared with 18 strikes in April, 1949, with 7,877 workers involved and a loss of 139,500 days. In May, 1948, there were 22 strikes, involving 3,204 workers, with a loss of 39,754 days.

The strike of asbestos miners and mill-workers in various centres in Quebec which commenced on February 14, 1949, was again responsible for a large part of the time loss. This strike, together with the strike of seamen in Canadian and foreign ports, and a strike of construction labourers in Toronto, caused more than 87 per cent of the total time loss during the current month.

For the first five months of this year, preliminary figures show 48 strikes and lockouts, involving 14,563 workers, with a time loss of 530,807 man-working days. For the similar period in 1948 there were 61 strikes, with 19,256 workers involved and a time loss of 424,121 days.

Based on the number of wage and salary workers in Canada, the time lost in May,

1949, amounted to 0·22 per cent of the estimated working time, as compared with 0·17 per cent in April, 1949; 0·05 per cent in May, 1948; 0·13 per cent for the first five months of 1949; and 0·10 per cent for the first five months of 1948.

Of the 23 strikes recorded for May, 1949, two were settled in favour of the workers, four were compromise settlements and five were indefinite in result, work being resumed pending final settlement. At the end of the month 12 strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945; and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; and seamen, Great Lakes and St. Lawrence River, June 6, 1948.

Great Britain and Others Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month. Statistics given in the annual review, issued as a supplement to the

* See Tables G-1 and G-2.

LABOUR GAZETTE for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1949, was 162 and ten were still in progress from the previous month, making a total of 172 during the month. In all stoppages of work in progress in the period there were 19,300 workers involved and a time loss of 71,000 working days was caused.

Of the 162 disputes leading to stoppages of work which began in March, 11, directly involving 2,100 workers, arose out of demands for advances in wages, and 56, directly involving 5,200 workers, on other wage questions; 10, directly involving 500 workers, on questions as to working hours; 31, directly involving 4,400 workers, on questions respecting the employment of particular classes or persons; 50, directly involving 2,900 workers, on other questions respecting working arrangements; and three, directly involving 600 workers, on questions

of trade union principle. One stoppage, directly involving 100 workers, was in support of workers involved in another dispute.

Australia

Figures for the second quarter of 1948, show 258 industrial disputes with 45,011 workers directly involved and a time loss, for workers directly and indirectly involved, of 88,862 man-working days.

New Zealand

Figures for the fourth quarter of 1948, show 21 strikes, involving, directly and indirectly, 4,617 workers, and causing a time loss of 2,922 man-days. For the year, 1948, final figures are, 99 strikes, with 25,877 workers directly and indirectly involved, and a time loss of 94,806 man-days.

United States

Preliminary figures for April, 1949, show 400 strikes and lockouts beginning in the month, in which 175,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,800,000 man-days. Corresponding figures for March, 1949, are 275 strikes and lockouts, involving 500,000 workers, with a time loss of 3,600,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

First Quarter of 1949

There were 235 industrial fatalities in the first quarter of 1949 according to the latest reports received by the Department of Labour. In the previous three months there were 333 including 25 in a supplementary list. The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment and include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

During the quarter under review the only industrial accident which resulted in the death of three or more persons occurred near Yellowknife, Northwest Territories, about January 22, when a plane crash resulted in the death of the pilot, a mining engineer and a prospector.

Statistics on industrial fatalities are compiled from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and

certain other official sources. Newspaper reports are also used to supplement these data.

Grouped by industries the largest number of fatalities, 51, was recorded in manufacturing of which 13 were in iron and steel products, 8 in saw and planing mills and 7 in non-ferrous metal products. During the previous quarter 84 fatalities were recorded in manufacturing including 23 in saw and planing mills and 22 in iron and steel products.

Of the 46 fatalities occurring in transportation during the first quarter of 1949 there were 21 in local and highway transportation and 18 in steam railways. In the previous quarter 61 were recorded in transportation including 33 in steam railways and 12 in local and highway transportation.

In the mining group 50 fatalities were noted of which 30 were in metalliferous

* See Tables H-1 and H-2.

mining and 11 in coal mining. In the previous quarter there were 50 fatalities in the mining group including 24 in metalliferous mining and 22 in coal mining.

The number of fatalities in logging recorded in the quarter under review decreased sharply to 24 from 47 in the previous three months. Fatalities in the construction industry also decreased during the period, from 34 to 21. A decrease in the number of recorded fatalities from 23 to 9 occurred in agriculture while the number was unchanged at 18 in service.

The most important cause of fatalities was moving trains, water-craft and other

vehicles which caused 71 industrial fatalities during the quarter as compared with 101 in the previous quarter.

Falling objects caused 49 deaths and falls of persons 35. Industrial diseases, infection and other causes resulted in 33 deaths while dangerous substances caused 15 fatalities.

The largest number of industrial fatalities was in Ontario where 89 were recorded. In British Columbia there were 46 and in Quebec 43.

During the quarter under review there were 76 industrial fatalities in January, 72 in February and 82 in March.

SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1944	1939
	May	April	April	April	April	April
Labour Force—						
Civilian labour force (1).....000		4,899	4,825	4,525	†	†
Employed(1).....000		4,700	4,669	4,312	†	†
Male(1).....000		3,730	3,687	3,332	†	†
Female(1).....000		970	982	980	†	†
Paid workers(1).....000		3,291	3,245	2,887	†	†
Unemployed(1).....000		198	156	213	†	†
Index of employment(2).....%	188.6	187.6	186.5	168.9	190.5	104.9
Unemployment in trade unions(2).....%		3.2	3.1	1.9	0.9	15.7
Immigration.....No.		9,092	9,416	6,339	855	2,124
Adult males.....No.		4,242	4,630	739	169	640
Earnings and Hours—						
Total labour income.....\$000,000		607	552	419	†	†
Per capita weekly earnings.....\$		43.32	39.04	32.48	32.37	†
Average hourly earnings.....cents		98.1	89.0	68.4	†	†
Average hours worked per week.....		42.9	41.6	44.4	†	†
Average real weekly earnings, index (4).....		108.1	103.1	102.9	†	†
National Employment Service—						
Unplaced applicants(5).....000		246.5	193.8	266.4	†	†
Unfilled vacancies(5).....000		32.8	43.5	83.9	†	†
Placements, weekly average.....000		14.1	14.2	16.4	†	†
Unemployment Insurance—						
Claims.....000	134.5	185.8	136.4	154.8	16.4	†
Balance in fund.....\$000,000		532.4	454.1	319.3	196.3	†
Price Indexes—						
Wholesale(6).....		157.5	148.9	108.4	102.9	73.4
Cost of living(6).....	159.5	159.3	151.6	120.8	119.1	100.6
Residential building materials(6).....		229.5	211.0	155.6	146.6(10)	102.3(10)
Production—						
Industrial production index (6).....		186.1	184.1	165.8	200.8	102.2
Mineral production index (6).....		124.8	137.3	113.2	106.6	109.8
Manufacturing index(6).....		196.1	193.2	175.2	222.4	100.8
Electric power.....000,000 k.w.h.		4,150	3,727	3,506	3,277	2,197
Construction—						
Contracts awarded.....\$000,000		76.8	80.8	75.9	27.7	12.3
Dwelling units, started.....000		8.5	8.3	†	†	†
Completed.....000		7.3	6.7	67.3(8)	†	†
Under construction.....000		48.1	39.2	†	†	†
Pig iron.....000 tons		180.7	170.8	142.2	170.4	46.3
Steel ingots and castings.....000 tons		269.9	264.3	247.5	260.8	99.8
Inspected slaughterings, cattle.....000		95.7	102.6	87.7	93.5	57.5
Hogs.....000		339.7	419.9	416.1	793.2	259.2
Flour production.....000 bbl		1.59	1.95	2.22	1.95	1.11
Newsprint.....000 tons		442.4	385.6	337.9	236.4	220.8
Cement, producers' shipments.....000,000 bbl		1.5	1.3	1.0	0.4	0.3
Automobiles and trucks.....000		26.7	24.2	16.8	11.1	16.9
Gold.....000 fine oz		325.2	286.1	238.2	244.8	406.8
Copper.....000 tons		22.5	20.9	15.7	22.5	24.5
Lead.....000 tons		11.3	12.8	15.3	12.7	15.5
Nickel.....000 tons		10.6	13.2	9.4	11.6	9.2
Zinc.....000 tons		17.2	19.5	20.6	22.6	14.7
Coal.....000 tons		1,272	1,289	1,588	1,236	912
Distribution—						
Wholesale sales index, unadjusted(9).....		290.3	284.4	238.5	173.7	97.7
Retail sales.....000,000		669.3	573.2	†	†	†
Imports, excluding gold.....\$000,000		242.7	226.7	160.8	137.5	41.9
Exports, excluding gold.....\$000,000	272.9	237.8	212.3	178.5	282.9	50.3
Railways—						
Revenue freight, ton miles.....000,000		4,598	4,686	4,156	5,343	1,957
Car loadings, revenue freight.....000	288.2	284.7	301.5	260.2	272.7	171.6
Banking and Finance—						
Common stocks, index (6).....		106.4	109.1	125.1	79.3	87.7
Preferred stocks, index (6).....		141.0	144.2	157.8	118.7	95.2
Bond yields, Dominion, index (6).....		95.1	96.5	84.3	97.3	96.3
Cheques cashed, individual accounts.....\$000,000		7,267	6,891	5,775	4,561	2,473
Bank loans, current, public.....\$000,000		2,093	1,851	1,114	867	814
Money supply.....\$000,000		4,251	4,052	3,781	3,153(9)	1,370(9)
Circulating media in hands of public.....\$000,000		1,188	1,126	1,046	990(9)	281(9)
Deposits.....\$000,000		3,063	2,926	2,928	2,163(9)	1,089(9)

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of March 5, 1949, February 21, 1948 and February 23, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending March 31, 1949, 1948, 1946, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	March 5, 1949			November 20, 1948		
	Male	Female	Total	Male	Female	Total
TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....	4,683	4,587	9,270	4,639	4,554	9,193
A. Labour Force.....	3,907	992	4,899	3,925	1,039	4,964
1. Employed.....	3,730	970	4,700	3,835	1,023	4,858
(1) Agricultural.....	915	41	956	909	77	986
Operators.....	649	(a)	655	639	(a)	648
Paid Workers.....	91	(a)	94	102	(a)	110
Unpaid Workers.....	175	32	207	168	60	228
(2) Non-Agricultural.....	2,815	929	3,744	2,926	946	3,872
Paid Workers.....	2,351	846	3,197	2,473	858	3,331
Employers.....	135	(a)	141	137	(a)	146
Own Account Workers.....	304	45	349	296	49	345
Unpaid Workers.....	25	32	57	20	30	50
2. Unemployed.....	177	22	199	90	16	106
B. Not in the Labour Force.....	776	3,595	4,371	714	3,515	4,229
1. Permanently unable or too old to work.....	158	110	268	155	109	264
2. Keeping House.....	(a)	3,080	3,081	(a)	3,008	3,009
3. Going to School.....	338	314	652	321	297	618
4. Retired or Voluntarily Idle...	276	88	364	232	97	329
5. Other.....	(a)	(a)	(a)	(a)	(a)	(a)

(a) Fewer Than 10,000.

TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	Mar. 5 1949	Nov. 20 1948	Mar. 1 1947	Feb. 23 1946
Civilian Non-institutional Population.....	9,270	9,193	8,936	8,538
Civilian Labour Force.....	4,899	4,964	4,706	4,525
Total Employed.....	4,700	4,858	4,565	4,312
Agriculture.....	956	986	931	1,083
Forestry.....	113	128	.....	.....
Fishing and Trapping.....	24	26	164	134
Mining, Quarrying and Oil Wells.....	83	86	67	71
Manufacturing.....	1,269	1,290	1,303	1,181
Public Utility Operations.....	45	40	(—)	(—)
Construction.....	251	317	187	154
Transportation, Storage and Communications.....	368	388	371	322
Trade.....	637	659	719	635
Finance, Insurance and Real Estate.....	144	138	.....	.....
Service.....	810	800	823	732
Unemployed.....	199	106	141	213
Not in the Labour Force.....	4,371	4,229	4,230	4,013

TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	March 5, 1949			November 20, 1948		
	Male	Female	Total	Male	Female	Total
Agriculture.....	915	41	956	909	77	986
Forestry.....	112	(a)	113	127	(a)	128
Fishing and Trapping.....	24	(—)	24	26	(—)	26
Mining, Quarrying and Oil Wells.....	83	(—)	83	86	(—)	86
Manufacturing.....	1,026	243	1,269	1,033	257	1,290
Public Utility Operations.....	40	(a)	45	36	(a)	40
Construction.....	246	(a)	251	311	(a)	317
Transportation and Communications.....	326	42	368	345	43	388
Trade.....	438	199	637	446	213	659
Finance and Real Estate.....	85	59	144	80	58	138
Service.....	435	375	810	436	364	800
Total.....	3,730	970	4,700	3,835	1,023	4,858

(a) Fewer than 10,000.

TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	March 5, 1949		November 20, 1948	
	Number	Per Cent	Number	Per Cent
Maritime.....	403	8.6	424	8.7
Quebec.....	1,318	28.0	1,360	28.0
Ontario.....	1,695	36.1	1,725	35.5
Prairie.....	883	18.8	926	19.1
Pacific.....	401	8.5	423	8.7
CANADA.....	4,700	100.0	4,858	100.0

TABLE A-5.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	March 5, 1949	Nov. 20, 1948	March 5, 1949	Nov. 20, 1948
0.....	2.1	1.5	2.8	2.0
1-14.....	3.7	4.7	1.5	1.5
15-24.....	5.7	5.1	2.7	2.5
25-34.....	7.9	5.1	4.2	3.3
35-44.....	16.8	13.6	44.1	43.5
45-54.....	25.9	26.9	34.6	36.0
55.....	37.9	43.1	10.1	11.2
TOTAL.....	100.0	100.0	100.0	100.0

TABLE A-6.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	March 1949		November 20, 1948	
	Number	Per Cent	Number	Per Cent
Maritime.....	25	12.6	18	17.0
Quebec.....	67	33.7	30	28.3
Ontario.....	56	28.1	25	23.6
Prairie.....	29	14.6	19	17.9
Pacific.....	22	11.0	14	13.2
CANADA	199	100.0	106	100.0

TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(Source: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
Total (4 months 1949).....	13,613	11,201	7,543	32,357
Total (4 months 1948).....	14,034	11,669	6,789	32,492

TABLE A-8.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

(Source: Department of Mines and Resources, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
Total (4 months 1949).....	839	5,760	16,991	6,303	2,464	32,357
Total (4 months 1948).....	1,088	6,487	16,763	4,443	3,711	32,492

TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(Source: Department of Mines and Resources, Immigration Branch)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
Total (4 months 1949).....	6,396	2,035	3,126	1,037	1,019	13,613
Total (4 months 1948).....	3,024	3,404	4,264	1,437	1,905	14,034

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

SOURCE: *Monthly Estimates of Labour Income in Canada*, D.B.S.

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	TOTAL
1946—January.....	39	140	17	104	95	13	409
February.....	41	140	17	107	97	13	415
March.....	40	144	18	108	98	14	422
April.....	37	142	20	109	98	13	419
May.....	37	139	23	110	101	14	423
June.....	41	143	26	113	102	14	439
July.....	43	142	28	114	103	14	445
August.....	45	145	29	116	105	15	454
September.....	46	148	29	119	108	15	464
October.....	45	153	29	121	108	15	471
November.....	45	159	28	125	109	16	481
December.....	46	161	24	124	110	15	479
1947—January.....	46	163	23	122	108	15	477
February.....	45	165	24	125	109	15	483
March.....	44	167	25	125	110	16	487
April.....	39	168	28	126	111	15	486
May.....	41	172	31	129	112	16	500
June.....	45	173	35	133	113	16	515
July.....	49	177	38	134	115	16	530
August.....	51	179	39	135	116	17	536
September.....	54	183	40	137	117	17	548
October.....	55	187	41	138	117	17	555
November.....	58	191	39	145	116	17	567
December.....	57	189	31	141	116	17	551
1948—January.....	53	187	30	140	118	17	545
February.....	54	193	29	140	116	17	549
March.....	49	189	28	140	120	17	544
April.....	44	195	33	142	120	17	552
May.....	49	195	37	148	124	17	570
June.....	53	201	42	151	130	18	596
July.....	54	202	48	154	131	18	607
August.....	56	205	47	153	130	19	615
September.....	60	220	48	185	131	20	*664
October.....	62	213	48	165	129	20	637
November.....	57	214	46	166	130	20	633
December.....	53	212	40	164	130	20	618
1949—January.....	50	211	36	158	134	19	608
February.....	49	212	34	158	131	20	605
March.....	43	213	35	159	134	20	605

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At April 1, 30,073 employers in the eight leading industries reported a total employment of 1,953,533, and total payrolls of \$84,618,515.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
				Employment			Payrolls		
	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948
(a) PROVINCES									
Maritime Provinces	37-96	38-77	35-61	110-0	109-6	109-0	190-3	193-9	177-5
Prince Edward Island	30-73	34-48	28-69	153-4	129-9	152-8	217-7	206-8	201-3
Nova Scotia	37-54	38-08	35-75	103-2	101-4	101-7	170-8	170-3	161-0
New Brunswick	39-03	39-93	35-86	119-0	122-2	118-8	223-0	234-3	204-9
Quebec	41-91	41-53	37-59	117-4	120-9	119-1	205-4	209-6	186-8
Ontario	44-51	44-66	40-15	124-4	125-1	122-6	204-3	206-2	181-5
Prairie Provinces	43-38	43-56	38-98	129-2	129-1	124-4	211-7	212-3	183-2
Manitoba	43-00	43-05	38-30	124-7	125-4	121-2	202-4	203-8	174-9
Saskatchewan	41-67	41-98	38-03	115-3	114-5	116-8	185-3	185-5	171-5
Alberta	44-68	44-96	40-38	144-2	143-0	133-7	240-5	240-0	201-7
British Columbia	45-86	45-25	41-04	139-4	133-1	141-4	224-3	211-4	203-7
CANADA	43-32	43-27	39-04	122-9	123-7	122-2	206-4	207-5	184-8
(b) CITIES									
Montreal	41-87	41-67	37-60	129-8	129-9	126-4	212-2	211-2	185-3
Quebec City	35-45	35-78	32-15	113-1	113-1	116-4	194-3	196-2	177-4
Toronto	44-07	43-85	39-69	130-7	131-6	128-0	214-7	215-1	189-5
Ottawa	37-56	37-71	33-34	128-8	129-2	122-2	209-0	210-7	176-6
Hamilton	46-34	46-97	41-45	123-1	122-4	117-4	207-6	209-2	177-5
Windsor	50-95	51-35	46-83	122-5	121-4	116-5	167-7	167-5	146-4
Winnipeg	39-17	39-21	35-54	128-7	129-5	126-2	197-8	199-2	175-6
Vancouver	43-40	42-80	38-88	157-1	153-7	158-9	256-1	246-9	232-4
Halifax	35-62	36-17	32-84	128-7	126-9	127-3	200-0	200-3	184-5
St. John	38-34	37-34	34-85	145-3	137-2	135-0	246-2	238-9	219-9
Sherbrooke	36-39	36-43	31-70	118-3	118-9	118-3	207-4	208-6	180-3
Three Rivers	42-77	42-58	38-05	124-7	124-6	124-1	205-6	204-6	182-2
Brantford	45-06	45-00	.....	.....	.....	.....	.....	.....	.....
Kitchener—Waterloo	40-67	40-91	37-59	132-7	131-7	135-3	237-7	237-2	224-7
London	40-39	40-48	37-62	147-5	148-0	142-0	234-2	235-5	209-8
Fort William—Port Arthur	44-75	45-66	40-65	75-6	75-6	78-9	127-3	130-1	120-5
St. Catharines *	49-49	49-36	.....	.....	.....	.....	.....	.....	.....
Regina	37-14	37-68	34-79	128-2	128-2	125-3	202-1	205-0	184-0
Saskatoon	36-73	36-61	34-52	138-3	135-3	141-7	231-7	225-9	222-7
Calgary	42-05	41-74	37-40	135-9	135-1	128-9	224-7	221-6	190-0
Edmonton	40-72	40-44	35-67	164-9	162-4	148-3	270-9	265-0	212-5
Victoria	41-88	41-09	36-93	147-2	144-6	152-2	244-9	236-0	224-4
(c) INDUSTRIES									
Manufacturing	44-49	44-39	39-60	120-8	120-8	120-2	207-1	206-6	183-3
Durable Goods ¹	47-45	47-43	41-87	117-6	116-9	118-1	198-3	197-2	175-4
Non-durable Goods	41-47	41-30	37-19	122-3	122-9	121-5	215-7	215-9	191-9
Electric Light and Power	47-83	48-06	44-75	155-9	155-8	137-4	236-7	237-6	194-3
Logging	42-85	41-01	40-95	119-2	165-6	172-6	254-3	337-9	354-3
Mining	51-33	51-62	48-24	96-3	96-2	95-3	154-7	155-4	143-9
Communications	39-34	39-63	36-80	188-1	188-6	175-4	268-1	270-9	234-6
Transportation	51-58	52-02	46-26	137-0	134-5	134-1	215-6	213-6	189-6
Construction and Maintenance	41-96	42-42	36-92	101-9	99-8	94-1	185-8	183-9	150-9
Services ²	27-90	28-04	25-66	141-8	140-7	138-2	238-8	238-2	214-8
Trade	36-76	36-67	33-67	141-1	140-3	137-3	217-5	215-8	194-9
Eight Leading Industries	43-32	43-27	39-04	122-9	123-7	122-2	206-4	207-5	184-8
Finance	41-13	40-53	38-56	143-9	143-9	137-1	203-8	200-9	182-2
Nine Leading Industries	43-22	43-15	39-02	123-7	124-5	122-7	206-3	207-2	184-7

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

² Mainly hotels and restaurants and laundries and dry-cleaning plants.

* Includes Merriton, Welland and Thorold.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)
(The latest figures are subject to revision)
SOURCE: The *Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employ- ment	Aggregate Weekly Payrolls	Average weekly Salaries and Wages		Employ- ment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
June 1, 1941.....	100-0	100-0	100-0	\$ 25-25	100-0	100-0	100-0	\$ 25-27
Apr. 1, 1945.....	115-8	144-1	126-7	32-00	126-7	158-7	127-3	32-55
Apr. 1, 1946.....	110-6	139-1	128-6	32-48	110-1	138-7	128-4	32-82
Apr. 1, 1947.....	118-3	163-9	141-5	35-73	116-2	160-8	140-7	35-98
Jan. 1, 1948.....	126-9	178-3	143-7	36-28	119-0	166-6	142-0	36-31
Feb. 1, 1948.....	124-0	185-7	153-0	38-63	119-5	181-3	154-0	39-38
Mar. 1, 1948.....	123-7	189-3	156-3	39-50	120-6	187-0	157-3	40-23
Apr. 1, 1948.....	122-2	184-8	154-6	39-04	120-2	183-3	154-9	39-60
May 1, 1948.....	122-1	188-0	157-2	39-70	120-1	188-7	159-5	40-78
June 1, 1948.....	125-9	195-4	155-7	40-02	121-2	189-6	158-9	40-63
July 1, 1948.....	129-7	203-5	160-3	40-48	123-3	195-7	161-0	41-17
Aug. 1, 1948.....	131-6	207-2	161-0	40-66	122-9	196-1	162-1	41-45
Sept. 1, 1948.....	132-2	209-3	161-8	40-86	124-7	199-1	162-1	41-46
Oct. 1, 1948.....	133-1	215-7	165-5	41-80	125-0	206-3	167-6	42-85
Nov. 1, 1948.....	133-3	218-0	166-9	42-15	124-0	207-1	169-7	43-38
Dec. 1, 1948.....	133-8	219-0	167-2	42-23	123-8	208-3	171-0	43-72
Jan. 1, 1949.....	128-4	204-5	162-8	41-10	120-7	196-6	165-4	42-28
Feb. 1, 1949.....	124-8	207-6	170-0	42-92	120-6	205-3	172-7	44-17
Mar. 1, 1949.....	123-7	207-5	171-4	43-27	120-8	206-6	173-6	44-39
Apr. 1, 1949.....	122-9	206-4	171-6	43-32	120-8	207-1	174-0	44-49

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926-100)
(The latest figures are subject to revision)
SOURCE: The *Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Apr. 1, 1933.....	76-0	78-3	.....	.....	.....	73-1	78-3	78-3	.....	.....	.....	68-8
Apr. 1, 1934.....	91-3	95-1	.....	.....	.....	85-1	98-7	83-3	.....	.....	.....	86-6
Apr. 1, 1935.....	93-4	95-8	.....	.....	.....	85-9	100-7	86-9	.....	.....	.....	91-8
Apr. 1, 1936.....	97-4	101-8	.....	.....	.....	91-4	103-4	90-5	.....	.....	.....	95-9
Apr. 1, 1937.....	103-0	105-4	.....	.....	.....	102-2	108-8	89-4	.....	.....	.....	97-5
Apr. 1, 1938.....	105-0	103-6	80-0	115-6	90-5	107-4	109-6	89-4	89-2	87-4	91-0	100-2
Apr. 1, 1939.....	104-9	99-7	88-3	114-7	82-3	109-4	108-0	91-7	88-9	91-9	95-8	100-5
Apr. 1, 1940.....	111-9	111-8	94-0	123-7	98-4	112-2	118-8	96-7	94-8	94-4	101-2	102-8
Apr. 1, 1941.....	141-3	135-6	93-4	151-2	119-4	143-1	152-0	116-7	113-3	106-6	128-5	129-4
Apr. 1, 1942.....	165-2	155-6	92-0	175-0	135-3	176-8	174-8	127-2	125-5	112-9	139-4	149-6
Apr. 1, 1943.....	180-6	171-3	108-0	190-6	150-8	195-7	185-6	135-3	133-1	121-7	147-6	185-0
Apr. 1, 1944.....	180-5	177-3	140-5	190-7	162-4	194-2	182-9	142-6	139-2	130-3	156-0	184-7
Apr. 1, 1945.....	176-9	180-5	121-0	192-3	169-2	185-2	183-0	141-2	137-3	132-2	153-2	173-0
Apr. 1, 1946.....	168-9	168-8	127-5	173-0	166-0	172-5	175-5	146-8	141-5	136-3	161-6	160-7
Apr. 1, 1947.....	180-7	153-3	127-4	138-2	174-4	185-8	189-9	155-3	149-1	145-5	171-1	183-6
Jan. 1, 1948.....	193-7	181-9	152-2	178-4	188-2	196-8	202-7	166-2	156-3	159-0	186-0	194-0
Feb. 1, 1948.....	189-3	179-9	170-2	182-4	177-4	193-6	198-6	156-4	152-6	148-3	167-4	190-3
Mar. 1, 1948.....	188-9	171-0	171-2	169-0	173-4	193-4	199-3	158-4	150-6	147-7	177-2	188-1
Apr. 1, 1948.....	186-6	166-1	163-7	170-7	160-3	187-3	197-7	159-6	151-1	148-8	179-8	190-8
May 1, 1948.....	186-5	167-9	143-0	170-4	166-4	186-3	196-7	159-6	152-2	147-2	179-1	196-1
June 1, 1948.....	192-3	172-5	153-7	174-6	171-0	194-4	200-0	168-9	157-8	161-0	190-9	202-0
July 1, 1948.....	198-0	186-7	159-7	192-9	180-5	198-6	204-8	175-9	163-1	166-9	201-2	207-8
Aug. 1, 1948.....	200-9	190-0	161-4	196-8	183-0	206-3	203-3	179-5	165-9	169-7	206-7	212-6
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Oct. 1, 1948.....	203-3	192-8	164-6	205-7	178-0	205-8	208-3	180-8	167-3	171-1	207-5	214-8
Nov. 1, 1948.....	203-6	194-9	160-4	207-7	180-8	207-1	208-6	180-3	168-6	167-9	206-1	212-2
Dec. 1, 1948.....	204-3	197-8	156-2	209-9	184-9	207-5	210-4	180-9	169-3	167-0	207-6	206-1
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
Apr. 1, 1949.....	187-6	167-6	164-3	173-2	160-5	184-7	200-6	165-8	155-5	146-9	193-9	188-0
Relative Weight of Employment by Provinces and Economic Areas as at April 1, 1949.....	100-0	6-7	-2	3-8	2-7	28-7	43-4	11-9	5-3	2-2	4-4	9-3

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948	Apr. 1 1949	Mar. 1 1949	Apr. 1 1948
	\$	\$	\$									
Manufacturing	44-49	44-39	39-60	120-8	120-8	120-2	207-1	206-6	183-3			
Animal products—edible.....	43-50	42-82	39-62	117-8	118-3	122-6	201-6	199-3	194-7			
Fur and products.....	40-18	40-07	37-47	140-6	139-3	128-8	210-8	208-3	180-4			
Leather products.....	33-08	32-93	29-10	110-8	111-5	111-2	193-5	193-7	169-8			
Boots and shoes.....	32-18	31-87	27-80	113-2	113-4	109-4	205-2	203-6	171-1			
Lumber and its products.....	39-33	39-37	34-01	116-7	114-5	120-4	212-5	208-7	194-5			
Rough and dressed lumber.....	40-79	40-85	35-62	107-7	103-9	110-1	206-3	199-4	184-7			
Furniture.....	38-37	38-16	32-64	154-4	156-7	154-0	220-0	222-2	207-0			
Other lumber products.....	35-95	36-42	30-92	116-4	114-9	129-3	226-3	226-2	217-6			
Plant products—edible.....	37-52	37-28	33-95	121-4	123-3	123-9	201-8	203-7	187-4			
Pulp and paper products.....	49-62	49-74	44-78	137-9	138-5	138-9	230-6	232-3	209-0			
Pulp and paper.....	57-06	57-59	50-97	126-7	127-4	132-9	229-1	232-4	212-4			
Paper products.....	39-52	39-53	35-72	162-9	163-0	156-2	265-7	266-0	234-2			
Printing and publishing.....	46-10	45-80	42-31	142-7	143-5	137-6	220-7	220-6	195-1			
Rubber products.....	45-60	45-77	41-98	125-0	127-9	139-7	243-1	249-8	250-2			
Textile products.....	35-23	35-00	30-46	119-6	119-3	114-9	220-2	218-0	182-7			
Thread, yarn and cloth.....	38-57	38-57	32-73	116-0	116-9	113-8	236-7	238-5	197-0			
Cotton yarn and cloth.....	38-21	38-08	31-76	96-0	96-3	92-4	190-3	190-3	152-8			
Woolen yarn and cloth.....	36-89	36-77	31-60	112-3	113-8	116-0	230-6	232-9	205-5			
Artificial silk and silk goods.....	40-65	40-91	35-08	153-1	154-0	146-8	335-7	340-0	277-9			
Hosiery and knit goods.....	31-42	31-52	26-30	120-3	121-7	123-4	208-5	211-6	179-0			
Garments and personal furnishings.....	33-07	32-44	29-38	131-0	128-6	121-7	224-2	215-9	179-4			
Other textile products.....	36-99	36-70	32-52	96-2	95-4	99-1	176-0	173-2	156-0			
Tobacco.....	38-16	37-49	32-69	125-0	137-6	112-8	265-8	287-2	205-4			
Beverages.....	47-27	47-10	44-29	157-3	157-2	156-0	251-1	250-1	232-7			
Chemicals and allied products.....	47-66	47-46	43-22	96-8	96-6	95-9	168-8	167-8	154-0			
Clay, glass and stone products.....	45-23	45-28	40-38	136-7	136-4	137-8	251-4	251-1	223-9			
Electric light and power.....	47-83	48-06	44-75	155-9	155-8	137-4	236-7	237-6	194-3			
Electrical apparatus.....	47-96	47-68	41-99	167-7	168-1	169-2	301-1	300-1	263-7			
Iron and steel products.....	49-45	49-51	43-84	111-0	110-8	110-5	180-2	180-2	159-1			
Crude, rolled and forged products.....	51-78	52-03	46-95	143-8	143-4	134-2	201-6	202-1	180-9			
Machinery (other than vehicles).....	47-21	47-12	43-02	117-9	118-6	114-4	194-7	195-4	172-0			
Agricultural implements.....	50-47	51-76	44-54	212-5	212-5	202-6	397-3	405-0	341-3			
Land vehicles and aircraft.....	51-15	51-30	45-14	102-8	102-1	98-4	161-8	161-2	136-7			
Automobiles and parts.....	52-95	53-33	47-78	116-3	113-6	112-8	160-4	157-6	140-2			
Steel shipbuilding and repairing.....	46-92	45-77	41-95	82-9	81-3	113-0	129-8	124-1	158-6			
Heating appliances.....	44-36	44-30	38-84	149-9	150-9	143-2	251-7	253-0	213-1			
Iron and steel fabrications (n.e.s.).....	48-49	48-23	42-85	98-3	99-6	103-5	200-0	201-6	182-2			
Foundry and machine shop products.....	47-35	48-16	40-83	96-8	97-8	100-3	216-8	222-6	179-3			
Other iron and steel products.....	46-71	46-45	40-87	100-8	101-7	103-3	172-3	172-8	150-9			
Non-ferrous metal products.....	48-87	48-22	43-28	120-4	118-5	119-1	215-2	208-9	187-0			
Non-metallic mineral products.....	53-88	53-51	48-59	117-2	116-5	117-1	215-5	212-7	193-9			
Miscellaneous.....	38-25	38-09	33-76	149-2	150-2	133-9	271-7	272-2	209-6			
Logging	42-85	41-01	40-95	119-2	165-6	172-6	254-3	337-9	354-3			
Mining	51-33	51-62	48-24	96-3	96-2	95-3	151-7	155-4	143-9			
Coal.....	47-75	48-71	48-29	99-3	101-9	93-9	186-4	195-0	178-2			
Metallic ores.....	54-19	54-26	49-92	90-8	89-6	86-1	135-6	134-1	118-5			
Non-metallic minerals (except coal).....	48-46	48-34	43-44	111-1	109-6	137-0	198-4	195-1	220-5			
Communications	39-34	39-63	36-50	188-1	188-6	175-4	268-1	270-9	234-6			
Telegraphs.....	44-81	45-82	39-08	119-5	119-7	119-3	210-1	215-3	183-0			
Telephones.....	38-25	38-34	36-30	207-5	208-1	192-5	284-1	285-7	250-2			
Transportation	51-58	52-02	46-26	137-0	134-5	134-1	215-6	213-6	189-6			
Street railways, cartage and storage.....	45-44	45-28	41-58	151-4	151-2	149-2	235-5	234-4	212-6			
Steam railway operations.....	58-60	58-61	51-04	132-0	131-7	132-0	213-6	213-0	186-0			
Shipping and stevedoring.....	41-22	43-70	39-31	126-0	103-6	105-2	184-5	174-4	159-5			
Construction and Maintenance	41-96	42-42	36-92	101-9	99-8	94-1	185-8	183-9	150-9			
Building.....	44-96	45-11	39-08	142-5	140-2	127-9	224-0	221-1	173-6			
Highway.....	36-18	36-75	33-66	70-7	68-9	69-2	133-0	131-6	120-7			
Railway.....	42-05	43-11	36-40	86-9	84-5	81-9	184-1	183-4	150-0			
Services (as indicated below)	27-90	28-04	25-66	141-8	140-7	138-2	238-8	238-2	214-8			
Hotels and restaurants.....	26-14	26-72	24-01	146-1	145-2	144-5	252-7	256-8	229-2			
Personal (chiefly laundries).....	28-49	27-74	28-80	126-8	125-7	128-1	202-3	195-2	195-3			
Trade	36-76	36-67	33-67	141-1	140-3	137-3	217-5	215-8	194-9			
Retail.....	34-28	34-22	31-21	138-3	137-2	135-7	216-5	214-4	194-9			
Wholesale.....	42-99	42-79	39-77	151-8	151-8	145-2	219-7	218-7	194-6			
Eight Leading Industries	43-32	43-27	39-04	122-9	123-7	122-2	206-4	207-5	184-8			
Finance	41-13	40-53	38-56	143-9	143-9	137-1	203-8	200-9	182-2			
Banks and trust companies.....	37-10	37-12	33-21	155-0	155-0	144-9	220-1	220-3	184-2			
Brokerage and stock market.....	49-40	48-54	46-46	154-1	153-5	158-0	221-2	219-2	212-7			
Insurance.....	46-20	44-74	45-30	129-2	129-0	125-3	185-9	179-8	177-2			
Nine Leading Industries	43-22	43-15	39-02	123-7	124-5	122-7	206-3	207-2	184-7			

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation* D.B.S.

Industries	Apr. 1, 1949		Mar. 1, 1949		Apr. 1, 1948	
	Men	Women	Men	Women	Men	Women
	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	77.4	22.6	77.3	22.7	77.8	22.2
Animal products—edible.....	81.5	18.5	81.4	18.6	82.8	17.2
Fur and products.....	67.8	32.2	66.6	33.4	64.7	35.3
Leather and products.....	60.8	39.2	60.7	39.3	61.8	38.2
Boots and shoes.....	56.9	43.1	56.8	43.2	57.8	42.2
Lumber and products.....	91.6	8.4	91.5	8.5	91.8	8.2
Rough and dressed lumber.....	94.7	5.3	94.7	5.3	94.6	5.4
Furniture.....	89.0	11.0	89.0	11.0	90.2	9.8
Other lumber products.....	85.1	14.9	85.3	14.7	85.6	14.4
Plant products—edible.....	68.4	31.6	68.3	31.7	68.4	31.6
Pulp and paper products.....	80.2	19.8	80.0	20.0	80.5	19.5
Pulp and paper.....	94.7	5.3	94.7	5.3	95.1	4.9
Paper products.....	62.8	37.2	63.0	37.0	64.7	35.3
Printing and publishing.....	72.2	27.8	71.6	28.4	71.8	28.2
Rubber products.....	76.6	23.4	76.8	23.2	74.4	25.6
Textile products.....	45.2	54.8	45.3	54.7	45.4	54.6
Thread, yarn and cloth.....	63.0	37.0	62.7	37.3	61.7	38.3
Cotton yarn and cloth.....	61.1	38.9	61.1	38.9	60.7	39.3
Woolen yarn and cloth.....	57.1	42.9	56.7	43.3	57.1	42.9
Artificial silk and silk goods.....	68.5	31.5	67.7	32.3	65.7	34.3
Hosiery and knit goods.....	35.7	64.3	35.4	64.6	35.5	64.5
Garments and personal furnishings.....	29.6	70.4	29.8	70.2	30.0	70.0
Other textile products.....	53.1	46.9	53.4	46.6	54.6	45.4
Tobacco.....	44.3	55.7	44.9	55.1	44.4	55.6
Beverages.....	87.9	12.1	87.7	12.3	87.2	12.8
Chemicals and allied products.....	75.8	24.2	75.9	24.1	76.5	23.5
Clay, glass and stone products.....	89.0	11.0	89.2	10.8	87.6	12.4
Electric light and power.....	87.4	12.6	87.5	12.5	87.8	12.2
Electrical apparatus.....	71.3	28.7	72.0	28.0	70.6	29.4
Iron and steel products.....	92.5	7.5	92.5	7.5	92.9	7.1
Crude, rolled and forged products.....	95.5	4.5	95.5	4.5	95.6	4.4
Machinery (other than vehicles).....	88.7	11.3	88.8	11.2	88.8	11.2
Agricultural implements.....	94.6	5.4	94.5	5.5	95.6	4.4
Land vehicles and aircraft.....	94.2	5.8	94.3	5.7	94.7	5.3
Automobiles and parts.....	89.0	11.0	89.0	11.0	90.0	10.0
Steel shipbuilding and repairing.....	96.9	3.1	96.8	3.2	97.2	2.8
Heating appliances.....	93.5	6.5	93.1	6.9	93.4	6.6
Iron and steel fabrication (n.e.s.).....	92.1	7.9	91.9	8.1	92.6	7.4
Foundry and machine shop products.....	95.6	4.4	95.7	4.3	95.3	4.7
Other iron and steel products.....	84.9	15.1	85.2	14.8	85.2	14.8
Non-ferrous metal products.....	86.6	13.5	86.3	13.7	85.5	14.5
Non-metallic mineral products.....	91.3	8.7	91.2	8.8	91.0	9.0
Miscellaneous.....	62.9	37.1	62.5	37.5	66.5	33.5
Logging	97.9	2.1	98.3	1.7	98.0	2.0
Mining	97.7	2.3	97.8	2.2	98.0	2.0
Coal.....	99.0	1.0	99.1	0.9	99.1	0.9
Metallic ores.....	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	94.0	6.0	95.1	4.9	96.0	4.0
Communications	47.0	53.0	46.8	53.2	47.3	52.7
Telegraphs.....	81.4	18.6	81.5	18.5	80.7	19.3
Telephones.....	39.5	6.5	39.2	60.8	39.6	60.4
Transportation	94.0	6.0	94.0	6.0	93.8	6.2
Street railways, cartage and storage.....	93.2	6.8	93.1	6.9	92.9	7.1
Steam railway operation.....	94.1	5.9	94.1	5.9	93.8	6.2
Shipping and stevedoring.....	95.8	4.2	95.8	4.2	95.8	4.2
Construction and Maintenance	97.7	2.3	97.7	2.3	97.7	2.3
Building.....	97.0	3.0	97.1	2.9	97.2	2.8
Highway.....	97.5	2.5	97.4	2.6	97.3	2.7
Railway.....	99.7	0.3	99.7	0.3	99.6	0.4
Services (as specified below)	48.2	51.8	48.5	51.5	48.0	52.0
Hotels and restaurants.....	50.1	49.9	50.5	49.5	50.3	49.7
Personal (chiefly laundries).....	38.6	61.4	38.8	61.2	43.1	56.9
Trade	61.6	38.4	61.8	38.2	60.4	39.6
Retail.....	55.5	44.5	56.0	44.0	53.8	46.2
Wholesale.....	76.8	23.2	76.4	23.6	76.9	23.1
Eight Leading Industries	78.2	21.8	78.5	21.5	78.6	21.4
Finance	53.0	47.0	52.8	47.2	52.8	47.2
Banks and trust companies.....	49.4	50.6	49.4	50.6	48.6	51.4
Brokerage and stock market operations.....	64.7	35.3	64.7	35.3	65.5	34.4
Insurance.....	56.9	43.1	56.6	43.4	57.4	42.6
All Industries	77.1	22.9	77.4	22.6	77.5	22.5

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Mar. 1, 1945.....	45.8	46.5	45.0	70.1	77.8	60.3
Apr. 1, 1946.....	44.4	44.6	44.2	68.4	75.1	61.8
Apr. 1, 1947.....	43.2	43.4	43.1	77.6	84.8	70.5
*Jan. 1, 1948.....	38.3	38.5	38.1	86.6	92.9	80.0
Feb. 1, 1948.....	42.8	42.7	42.8	86.6	93.2	80.1
Mar. 1, 1948.....	43.2	43.4	43.0	88.0	95.0	80.8
*Apr. 1, 1948.....	41.6	41.8	41.4	89.0	95.6	82.1
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
July 1, 1948.....	42.0	42.3	41.6	92.3	99.2	85.2
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Sept. 1, 1948.....	41.7	42.0	41.5	93.4	100.9	85.8
Oct. 1, 1948.....	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.1	105.7	90.2

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of April 1, 1948.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures (1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Mar. 1, 1945.....	33.50	32.11	37.04	36.18	29.46	27.14
Apr. 1, 1946.....	32.69	30.37	35.34	33.49	30.30	27.32
Apr. 1, 1947.....	35.87	33.52	38.59	36.80	33.38	30.39
*Jan. 1, 1948.....	36.15	33.17	38.31	35.77	34.14	30.48
Feb. 1, 1948.....	39.26	37.06	41.65	39.80	37.10	34.28
Mar. 1, 1948.....	40.11	38.02	42.85	41.23	37.58	34.74
*Apr. 1, 1948.....	39.46	37.02	41.87	39.96	37.19	33.99
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
June 1, 1948.....	40.49	38.11	43.03	40.93	38.12	35.19
July 1, 1948.....	41.03	38.77	43.89	41.96	38.36	35.44
Aug. 1, 1948.....	41.32	39.03	44.00	41.92	38.83	36.04
Sept. 1, 1948.....	41.33	38.95	44.44	42.38	38.46	35.61
Oct. 1, 1948.....	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948.....	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.39	42.08	47.45	45.66	41.47	38.43

1 Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	April 1, 1949	March 1, 1949	April 1, 1948	April 1, 1949	March 1, 1949	April 1, 1948
Nova Scotia.....	43.9	44.0	43.3	87.8	86.9	81.8
New Brunswick.....	45.0	45.4	44.2	89.6	88.6	80.1
Quebec.....	44.5	44.5	42.8	89.1	88.4	80.6
Ontario.....	42.3	42.6	41.1	102.9	102.5	93.5
Manitoba.....	42.9	42.8	42.5	95.5	94.7	85.1
Saskatchewan.....	42.8	42.7	43.2	98.9	99.4	89.2
Alberta.....	42.6	42.4	42.1	99.6	100.0	88.4
British Columbia.....	38.6	37.4	37.5	118.8	118.5	106.3
Montreal.....	43.0	42.7	41.4	94.1	93.5	84.8
Toronto.....	41.2	41.4	39.7	102.3	101.7	93.2
Hamilton.....	42.6	43.1	42.0	109.1	109.7	97.7
Winnipeg.....	42.4	42.4	42.0	94.7	93.9	84.5
Vancouver.....	37.8	36.1	37.0	116.3	115.4	105.3

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Apr. 1, 1949	Mar. 1, 1949	Apr. 1, 1948	Apr. 1, 1949	Mar. 1, 1949	Apr. 1, 1948	Apr. 1, 1949	Mar. 1, 1949	Apr. 1, 1948
	No.	No.	No.	c	c	c	\$	\$	\$
Manufacturing	42.9	43.0	41.6	98.1	97.6	89.0	42.08	41.97	37.02
*Durable manufactured goods.....	43.2	43.2	41.8	105.7	105.3	95.6	45.66	45.49	39.96
Non-durable manufactured goods.....	42.6	42.7	41.4	90.2	89.6	82.1	38.43	38.26	33.99
Animal products—edible.....	42.9	42.1	43.1	95.9	95.5	87.1	41.14	40.21	37.54
Dairy products.....	47.3	47.7	46.8	74.1	74.4	73.6	35.05	35.49	34.44
Meat products.....	42.6	42.2	42.3	105.3	105.2	95.7	44.86	44.39	40.48
Leather products.....	41.7	41.7	37.9	74.0	73.5	70.3	30.86	30.65	26.64
Leather boots and shoes.....	42.0	41.8	38.1	71.0	70.6	66.7	29.82	29.51	25.41
*Lumber products.....	41.7	42.0	39.3	89.8	89.1	81.7	37.45	37.42	32.17
Rough and dressed lumber.....	41.2	41.5	38.8	95.1	94.2	87.1	39.18	39.09	33.79
Containers.....	41.6	43.1	39.7	80.6	81.0	74.9	33.53	34.91	29.74
Furniture.....	42.4	42.4	40.0	85.4	84.9	76.9	36.21	36.00	30.76
*Musical instruments.....	44.7	45.4	41.1	84.3	83.2	76.2	37.68	37.77	31.32
Plant products—edible.....	42.3	42.5	41.5	77.8	77.2	70.7	32.91	32.81	29.34
Flour and other milled products.....	42.9	43.2	42.6	94.2	92.4	85.3	40.41	39.92	36.34
Fruit and vegetable preserving.....	40.0	41.1	37.6	77.9	77.7	67.0	31.16	31.89	25.19
Bread and bakery products.....	43.5	43.7	.....	76.2	76.6	.....	33.15	33.47	.....
Chocolate and cocoa products.....	41.2	41.2	39.3	66.2	65.1	61.4	27.27	26.82	24.13
Pulp and paper products.....	44.7	45.1	44.8	107.8	107.2	96.5	48.19	48.35	43.23
Pulp and paper.....	48.0	48.7	48.6	113.8	113.7	100.7	54.62	55.37	48.94
Paper products.....	42.2	42.5	40.7	83.4	83.1	77.8	35.19	35.32	31.66
Printing and publishing.....	40.6	40.7	40.9	112.1	110.0	100.7	45.51	44.77	41.19
Rubber products.....	41.5	41.7	41.6	105.1	105.5	96.0	43.62	43.99	39.94
Textile products.....	41.6	41.8	39.4	79.1	78.4	70.6	32.91	32.77	27.82
Thread, yarn and cloth.....	44.1	44.4	42.3	83.1	82.5	72.1	36.65	36.63	30.50
Cotton yarn and cloth.....	43.1	43.2	41.5	85.4	85.0	72.3	36.81	36.72	30.00
Woolen yarn and cloth.....	43.8	43.8	41.4	78.5	78.6	70.8	34.38	34.43	29.31
Silk and artificial silk goods.....	45.7	46.6	44.4	84.1	82.9	73.1	38.43	38.63	32.38
Hosiery and knit goods.....	40.9	41.7	37.9	73.3	72.2	65.0	29.98	30.11	24.64
Garments and personal furnishings.....	38.8	38.5	36.3	75.8	75.4	70.4	29.41	29.03	25.56
Tobacco.....	41.0	42.3	37.8	83.3	80.2	73.6	34.15	34.33	27.82
Beverages.....	42.2	41.7	42.5	98.9	98.9	89.7	41.74	41.24	38.12
Distilled and malt liquor.....	41.2	40.8	41.8	103.7	103.5	93.1	42.72	42.23	38.92
Chemicals and allied products.....	43.6	43.6	42.7	98.2	97.9	90.0	42.82	42.68	38.43
Drugs and medicines.....	41.0	40.3	41.1	81.7	81.1	74.3	33.50	32.68	30.54
*Clay, glass and stone products.....	45.3	45.3	43.7	96.0	95.9	88.1	43.49	43.44	38.50
Glass products.....	45.2	44.9	43.3	91.8	91.8	83.3	41.49	41.22	36.07
Lime, gypsum and cement products.....	46.5	46.6	45.1	95.2	94.8	87.3	44.27	44.18	39.37
*Electrical apparatus.....	41.4	41.5	40.6	109.7	108.5	95.9	45.42	45.03	38.94
Heavy electrical apparatus ¹	43.3	43.6	42.3	120.3	119.4	104.7	52.09	52.06	44.29
*Iron and steel products.....	43.7	43.7	42.5	110.1	109.8	99.6	48.11	47.98	42.33
Crude, rolled and forged products.....	45.0	45.3	45.2	112.5	111.7	101.5	50.63	50.60	45.88
Primary iron and steel.....	45.1	45.4	45.5	113.7	112.8	103.3	51.28	51.21	47.00
Machinery (other than vehicles).....	43.8	43.8	43.3	102.9	102.5	93.9	45.07	44.90	40.66
Agricultural implements.....	43.2	44.4	41.4	114.8	115.2	105.8	49.59	51.15	43.88
Land vehicles and aircraft.....	43.7	43.5	42.7	115.0	115.2	103.0	50.26	50.11	43.08
Railway rolling stock.....	45.6	44.9	45.5	111.9	112.1	96.4	51.03	50.33	43.86
Automobiles and parts.....	41.6	41.6	40.1	122.0	122.3	112.7	50.75	50.88	45.19
Aeroplanes and parts.....	44.0	44.8	40.0	101.9	103.0	96.0	44.84	46.14	38.40
Steel shipbuilding and repairing.....	42.7	41.8	40.9	107.0	105.6	100.9	45.69	44.14	41.27
Iron and steel fabrication n.e.s.....	42.6	42.8	40.4	103.7	103.4	96.2	44.18	44.26	38.86
Hardware, tools and cutlery.....	43.2	43.6	40.6	97.8	98.1	89.1	42.25	42.77	36.17
Foundry and machine shop products.....	42.4	43.6	40.6	109.0	109.0	97.4	46.22	47.52	39.54
Sheet metal work.....	42.9	42.1	41.5	100.0	100.0	91.0	42.90	42.10	37.77
*Non-ferrous metal products.....	43.7	43.3	42.4	105.8	104.9	95.7	46.23	45.42	40.58
Preparation of non-ferrous metallic ores.....	45.0	43.8	.....	115.2	114.4	.....	51.84	50.11	.....
Aluminum and its products.....	44.1	43.5	.....	99.4	98.7	.....	43.84	42.93	.....
Brass and copper mfg.....	42.5	42.9	40.8	102.5	102.5	92.8	43.56	43.97	37.86
Non-metallic mineral products.....	42.1	41.7	42.1	116.4	116.1	106.0	49.00	48.10	44.63
Petroleum and its products.....	41.0	40.7	41.9	124.5	123.9	112.8	51.05	50.43	47.26
Miscellaneous manufactured products.....	42.0	42.0	39.8	84.4	83.7	78.6	35.45	35.15	31.28
Mining	42.3	42.5	42.3	117.6	118.1	110.7	49.74	50.19	46.83
Coal.....	36.6	37.4	38.6	127.3	127.6	124.8	46.59	47.72	48.17
Metallic ores.....	45.5	45.5	44.2	115.5	115.9	108.3	52.55	52.73	47.87
Non-metallic minerals (except coal)....	42.5	42.5	43.4	105.2	105.3	95.2	44.71	44.75	41.32
Local Transportation ²	45.5	45.7	44.4	98.4	98.1	92.4	44.77	44.83	41.03
Building Construction	40.4	40.8	37.6	109.0	108.0	99.1	44.04	44.06	37.26
Highway Construction	38.9	40.3	36.6	87.2	85.7	81.1	33.92	34.54	29.68
Services (as indicated below)	42.6	42.4	43.1	63.0	63.8	56.2	26.84	27.05	24.22
Hotels and restaurants.....	43.4	43.4	44.0	62.2	63.7	54.6	26.99	27.65	24.02
Personal (chiefly laundries).....	41.2	40.6	41.3	64.6	64.1	59.4	26.62	26.02	24.53

^{*} Industries classed in the durable manufactured industries.¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c. the latest figures are as follows—Feb. 1, 1949, 224.9; Mar. 1, 1949, 226.6; Apr. 1, 1949, 228.3; at Apr. 1, 1948, the index was 198.7.² Chiefly street and electric railways.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(Source: Hours worked and hourly and weekly wages D.B.S. Real wages computed by Research and Statistics)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949 (1).....	42.9	98.1	42.08	139.2	129.0	107.9

Note: Average Real Weekly Earnings were computed by dividing the index of the cost of living into and index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH*
(Source: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
June, 1945.....	123,691	50,055	173,746	46,309	23,597	69,906
June, 1946.....	67,314	46,794	114,108	170,149	40,255	210,404
June, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June, 1948.....	37,126	23,240	60,366	92,606	38,319	130,925
July, 1948.....	34,242	22,183	56,425	80,206	38,364	118,570
August, 1948.....	30,499	19,709	50,208	63,558	32,715	96,273
September, 1948.....	39,341	24,349	63,690	58,611	29,734	88,345
October, 1948.....	41,047	22,870	63,917	56,725	30,607	87,332
November, 1948.....	31,856	18,595	50,451	67,569	34,280	101,849
December, 1948.....	17,841	16,808	34,649	92,144	37,408	129,552
January, 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February, 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March, 1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April, 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May, 1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June, 1949 (1).....	23,539	24,035	47,574	113,489	41,359	154,848

(1) Latest figures subject to revision.

(*) Figures for Newfoundland included since the beginning of April.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 28, 1949*
(Source: Form UIC 751)

Industry	Male	Female	Total	Change from March 31, 1949	
				Absolute	Per-centage
Agriculture, Fishing, Trapping.....	1,973	699	2,672	+254	+10.5
Logging.....	1,242	15	1,257	+933	+288.0
Pulpwood.....	895	3	898	+871	+3225.9
Lumber.....	287	6	293	+103	+54.2
Other logging.....	60	6	66	-41	-38.3
Mining.....	915	22	937	+46	+5.2
Coal.....	55	—	55	-14	-20.3
Metallic ores—					
Iron.....	31	—	31	+4	+14.8
Gold.....	545	3	548	-53	-8.8
Nickel.....	130	—	130	+69	+113.1
Other metallic ores and non-metallic minerals.....	120	14	134	+27	+25.2
Prospecting and oil producing.....	34	5	39	+13	+50.0
Manufacturing.....	4,576	4,987	9,563	+1,916	+25.1
Food and kindred products.....	764	545	1,309	+605	+85.9
Textiles, apparel, etc.....	380	2,856	3,236	+208	+6.9
Lumber and finished lumber products.....	600	107	707	+234	+49.5
Pulp and paper products and printing.....	446	255	701	-30	-4.1
Chemicals and allied products.....	180	148	328	+92	+39.0
Products of petroleum and coal.....	51	11	62	+8	+14.8
Rubber products.....	53	58	111	+46	+70.8
Leather and products.....	176	381	557	+103	+22.7
Stone, clay and glass products.....	184	32	216	+43	+24.9
Iron and steel and products.....	302	121	423	+57	+15.6
Non-ferrous metals and products.....	335	81	416	+197	+90.0
Machinery.....	304	57	361	+47	+15.0
Electrical equipment and products.....	184	134	318	+97	+43.9
Transportation equipment and other manufacturing.....	617	201	818	+209	+34.3
Construction.....	3,379	69	3,448	+1,933	+127.6
Transportation and Storage.....	1,356	129	1,485	+638	+75.3
Communications, and Other Public Utilities.....	282	327	609	+28	+4.8
Trade.....	2,987	3,132	6,119	+1,808	+41.9
Wholesale.....	958	578	1,536	+440	+40.1
Retail.....	2,029	2,554	4,583	+1,368	+42.6
Finance, Insurance, Real Estate.....	836	1,060	1,896	+122	+6.9
Service.....	4,124	11,418	15,542	+4,589	+41.9
Public.....	1,152	621	1,773	+587	+49.5
Domestic.....	165	5,562	5,727	+1,085	+23.4
Personal.....	1,461	4,695	6,156	+2,341	+61.4
Other service.....	1,346	540	1,886	+576	+44.0
All Industries.....	21,670	21,858	43,528	+12,267	+39.2

* Figures for Newfoundland included since the beginning of April.

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX, AS AT APRIL 28, 1949*

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	993	369	1,362	3,812	825	4,637
Clerical Workers.....	1,504	4,112	5,616	7,010	11,423	18,433
Sales Workers.....	2,166	1,685	3,851	3,827	6,429	10,256
Personal and Domestic Service Workers.....	1,343	10,490	11,833	12,303	7,638	19,941
Seamen.....	36	.....	36	2,447	21	2,468
Agriculture and Fishing.....	2,081	47	2,128	1,833	396	2,229
Skilled and Semi-skilled Workers.....	7,769	3,554	11,323	62,477	7,924	70,401
Food and kindred products.....	146	38	184	1,298	732	2,030
Textiles, clothing, etc.....	221	2,533	2,754	1,330	4,082	5,412
Lumber and wood products.....	1,266	1	1,267	4,003	107	4,110
Pulp, paper and printing.....	152	40	192	472	298	770
Leather and products.....	144	282	426	822	260	1,082
Stone, clay and glass products.....	44	3	47	190	18	208
Metalworking.....	681	26	707	7,569	331	7,900
Electrical.....	86	46	132	1,317	202	1,519
Transportation equipment, n.e.c.....	27	.....	27	344	52	396
Mining.....	232	.....	232	1,014	.....	1,014
Construction.....	1,778	1	1,779	18,340	2	18,342
Transportation (except seamen).....	861	2	863	11,247	50	11,297
Communications and public utility.....	40	.....	40	350	2	352
Trade and service.....	334	379	713	1,168	535	1,703
Other skilled and semi-skilled.....	1,477	147	1,624	8,145	1,037	9,182
Foremen.....	110	7	117	1,309	130	1,439
Apprentices.....	170	49	219	3,559	86	3,645
Unskilled Workers.....	5,781	1,583	7,364	65,085	10,276	75,361
Food and tobacco.....	246	402	648	2,246	2,327	4,573
Lumber and lumber products.....	291	37	328	3,109	365	3,474
Metalworking.....	261	85	346	1,888	183	2,071
Construction.....	1,485	.....	1,485	11,779	.....	11,779
Other unskilled workers.....	3,498	1,059	4,557	46,063	7,401	53,464
Total.....	21,673	21,840	43,513	158,794	44,932	203,726

* Figures for Newfoundland included since the beginning of April.

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF APRIL 1949*

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	1,462	1,282	1,140
Logging.....	642	232	210
Mining.....	394	391	269
Manufacturing.....	5,171	4,929	3,121
Food and kindred products.....	1,013	992	562
Textiles, apparel, etc.....	854	643	399
Lumber and finished lumber products.....	562	556	379
Pulp and paper products and printing.....	363	370	258
Chemicals and allied products.....	172	171	93
Products of petroleum and coal.....	78	76	52
Rubber products.....	74	66	40
Leather and products.....	172	160	100
Stone, clay and glass products.....	199	199	136
Iron and steel and products.....	304	334	210
Non-ferrous metals and products.....	266	231	157
Machinery.....	295	297	187
Electrical equipment and products.....	186	176	100
Transportation equipment and other manufacturing.....	633	658	448
Construction.....	3,046	2,893	2,124
Transportation and Storage.....	1,213	1,110	801
Communications, and Other Public Utilities.....	220	197	110
Trade.....	3,295	3,399	1,839
Finance, Insurance, Real Estate.....	422	372	198
Service.....	8,182	6,228	4,324
All Industries.....	24,047	21,033	14,145

Figures for Newfoundland included since the beginning of April.

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
APRIL 1, TO APRIL 28, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland	114	44	4,576	78	63	—	4,292
Corner Brook	21	7	449	14	7	—	410
Grand Falls	1	—	51	2	1	—	475
St. John's	92	37	3,596	62	55	—	3,407
Prince Edward Island	306	261	445	243	131	48	2,110
Charlottetown	201	194	313	172	85	38	1,353
Summerside	105	67	132	71	46	10	757
Nova Scotia	2,483	1,350	4,876	2,651	1,300	437	14,333
Amherst	62	2	171	72	59	—	516
Bridgewater	62	27	159	53	33	2	787
Halifax	1,260	977	1,996	1,316	576	234	3,658
Inverness	18	5	53	15	15	—	357
Kentville	120	96	271	83	41	5	1,251
Liverpool	13	9	91	20	8	2	229
New Glasgow	196	33	533	235	115	65	1,660
Springhill	11	—	61	10	11	—	287
Sydney	583	122	1,077	691	368	114	3,621
Truro	120	63	285	129	56	7	732
Yarmouth-Shelburne	38	16	179	27	18	8	1,235
New Brunswick	1,957	1,020	5,058	1,746	1,036	288	12,067
Bathurst	45	12	250	40	31	1	1,117
Campbellton	128	43	331	136	48	42	826
Edmundston	317	234	247	100	81	3	879
Fredericton	238	118	239	201	106	31	564
Minto	48	5	112	47	43	—	248
Moncton	555	286	1,063	637	323	133	3,218
Newcastle	45	5	212	31	25	—	729
Saint John	442	255	2,235	412	271	67	3,309
St. Stephen	26	13	154	48	37	3	646
Sussex	53	25	58	41	27	7	160
Woodstock	60	24	157	53	44	1	371
Quebec	17,655	9,556	28,492	14,723	8,530	807	64,865
Asbestos	122	14	37	14	6	—	274
Beauharnois	79	52	195	93	60	5	496
Buckingham	84	57	138	94	68	—	524
Causapscal	18	13	135	14	16	—	619
Chandler	68	20	119	48	48	—	1,085
Chicoutimi	304	106	848	285	209	—	2,555
Dolbeau	21	1	71	19	16	—	273
Drummondville	173	50	472	172	120	—	1,073
Farnham	18	39	102	8	7	—	329
Granby	135	44	373	164	82	13	925
Hull	482	205	721	451	316	1	1,696
Joliette	139	118	337	197	47	7	922
Lachute	71	40	171	67	49	—	355
La Malbaie	38	13	112	43	38	—	464
La Tuque	1,094	925	236	103	180	1	400
Levis	115	95	543	113	88	—	2,031
Matane	67	29	180	49	34	3	464
Megantic	99	32	172	66	65	—	476
Mont Laurier	42	21	70	44	13	—	253
Montmagny	32	55	320	13	9	1	645
Montreal	10,101	5,572	10,903	8,042	4,662	557	19,844
Quebec	1,379	696	2,910	1,773	711	44	8,203
Rimouski	28	12	287	35	25	—	1,574
Riviere du Loup	68	49	403	38	29	—	1,459
Rouyn	186	67	378	202	100	20	500
Ste. Agathe	151	35	103	156	108	5	324
Ste. Anne de Bellevue	87	125	130	56	37	—	226
Ste. Therese	150	73	138	152	86	—	350
St. Georges de Beauce	31	31	167	37	22	—	645
St. Hyacinthe	220	130	262	157	111	1	760
St. Jean	293	144	2,879	266	170	1	637
St. Jerome	216	76	506	197	141	1	1,849
St. Joseph d'Alma	14	12	69	17	7	—	582
Shawinigan Falls	71	22	590	123	54	—	1,875
Sherbrooke	660	179	1,135	668	360	113	2,303
Sorel	25	15	345	22	6	—	1,607
Thetford Mines	65	43	289	112	44	—	832
Three Rivers	265	100	771	315	176	15	3,085
Val d'Or	239	170	309	118	85	7	532
Valleyfield	85	27	290	87	65	—	861
Victoriaville	120	49	276	93	60	9	928

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
APRIL 1, TO APRIL 28, 1949—continued**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	41,665	23,501	40,157	34,054	19,461	3,808	51,694
Arnprior.....	123	35	147	213	160	5	153
Barrie.....	586	308	342	401	234	11	197
Belleville.....	348	107	375	342	198	17	569
Bracebridge.....	90	67	145	79	53	4	287
Brampton.....	106	38	114	124	89	—	170
Brantford.....	628	165	864	555	343	69	918
Brockville.....	155	21	152	175	104	22	141
Carleton Place.....	36	15	77	50	37	—	143
Chatam.....	315	56	485	333	201	57	685
Cobourg.....	196	64	170	197	151	1	164
Collingwood.....	139	18	79	133	123	—	292
Cornwall.....	406	61	425	403	288	27	1,221
Fort Erie.....	150	51	121	166	103	7	241
Fort Frances.....	217	82	172	158	113	10	242
Fort William.....	310	110	649	262	165	41	1,276
Galt.....	258	171	242	168	115	10	288
Gananoque.....	65	8	54	60	41	12	64
Goderich.....	138	70	65	126	79	7	97
Guelph.....	425	179	455	350	208	10	473
Hamilton.....	3,142	1,438	3,303	3,179	1,496	444	2,842
Hawkesbury.....	23	81	166	211	171	4	347
Ingersoll.....	211	90	210	185	141	—	116
Kapuskasing.....	29	19	46	17	7	—	156
Kenora.....	48	37	155	37	43	—	423
Kingston.....	576	167	774	653	458	12	831
Kirkland Lake.....	224	106	477	259	132	24	740
Kitchener-Waterloo.....	777	493	527	642	366	43	487
Leamington.....	208	35	244	265	106	69	281
Lindsay.....	112	52	204	110	69	2	254
Listowel.....	66	51	78	64	44	3	97
London.....	2,024	1,136	1,774	1,988	898	311	1,026
Midland.....	230	66	189	255	181	5	267
Napanee.....	31	23	52	22	18	—	141
New Toronto.....	627	240	455	505	397	4	515
Niagara Falls.....	420	100	400	432	274	28	606
North Bay.....	245	120	300	176	89	28	610
Orillia.....	365	45	383	397	276	14	574
Oshawa.....	743	185	934	763	463	45	1,609
Ottawa.....	1,919	971	2,117	1,588	874	260	3,119
Owen Sound.....	165	41	274	159	102	14	500
Parry Sound.....	76	8	50	76	65	—	175
Pembroke.....	234	117	350	189	110	—	513
Perth.....	153	42	101	144	121	8	156
Peterborough.....	366	107	477	396	272	1	959
Picton.....	40	15	32	51	22	9	161
Port Arthur.....	789	179	1,097	706	545	43	1,678
Port Colborne.....	126	45	165	98	76	5	441
Prescott.....	36	33	56	36	26	—	181
Renfrew.....	160	32	152	134	95	6	219
St. Catharines.....	639	189	854	576	394	66	1,435
St. Thomas.....	236	96	284	245	136	19	312
Sarnia.....	359	132	446	490	243	30	546
Sault Ste. Marie.....	298	118	313	277	189	—	502
Simcoe.....	144	145	232	126	30	5	508
Sioux Lookout.....	18	11	42	31	8	7	67
Smiths Falls.....	125	33	117	191	93	1	133
Stratford.....	248	125	260	240	119	73	249
Sturgeon Falls.....	28	6	116	30	17	6	425
Sudbury.....	791	378	823	648	356	143	925
Timmins.....	304	111	714	385	202	50	1,034
Toronto.....	16,973	13,614	10,836	9,957	5,546	1,272	11,738
Trenton.....	99	34	221	145	83	6	430
Walkerton.....	50	34	146	51	31	—	189
Wallaceburg.....	162	13	305	177	107	35	332
Welland.....	334	102	556	344	189	30	981
Weston.....	393	213	344	308	170	—	259
Windsor.....	1,340	246	2,639	1,554	640	373	3,798
Woodstock.....	268	201	235	247	166	—	186
Manitoba	6,794	3,342	7,372	6,214	2,698	1,130	11,761
Brandon.....	716	491	547	621	319	14	693
Dauphin.....	135	43	166	119	73	12	331
Flin Flon.....	79	36	134	83	42	13	81
Portage la Prairie.....	221	179	185	121	34	24	436
The Pas.....	449	275	65	32	151	—	69
Winnipeg.....	5,194	2,318	6,275	5,238	2,079	1,067	10,151

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
APRIL 1, TO APRIL 28, 1949—concluded**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	5,733	2,794	4,915	4,977	2,701	625	5,848
Estevan.....	101	72	95	80	60	—	122
Moose Jaw.....	586	346	476	458	257	39	670
North Battleford.....	209	129	153	172	132	—	414
Prince Albert.....	364	133	462	386	240	18	928
Regina.....	2,135	807	1,758	2,126	1,083	372	965
Saskatoon.....	1,520	773	1,418	1,291	631	175	1,825
Swift Current.....	238	158	147	150	92	—	394
Weyburn.....	230	134	95	106	84	—	60
Yorkton.....	350	242	311	208	122	21	470
Alberta	9,177	3,536	9,365	9,030	5,723	996	6,808
Blairmore.....	112	69	103	74	76	—	105
Calgary.....	3,477	1,209	3,103	3,428	2,038	376	2,397
Drumheller.....	114	35	145	85	87	—	160
Edmonton.....	4,090	1,572	4,113	3,793	2,012	602	3,083
Edson.....	106	90	201	2	30	—	207
Lethbridge.....	922	293	1,384	1,380	1,266	18	572
Medicine Hat.....	217	191	182	152	108	—	232
Red Deer.....	139	77	134	116	106	—	112
British Columbia	10,305	3,614	15,676	10,416	5,260	1,539	29,898
Chilliwack.....	383	19	205	463	356	10	810
Courtenay.....	111	35	148	87	129	—	242
Cranbrook.....	120	17	152	144	109	1	311
Dawson Creek.....	151	53	137	147	135	—	73
Duncan.....	280	86	247	234	216	4	316
Kamloops.....	232	86	165	113	113	—	302
Kelowna.....	50	11	144	122	24	16	703
Nanaimo.....	134	28	236	129	63	23	409
Nelson.....	148	69	140	159	86	7	441
New Westminster.....	461	190	1,512	663	221	72	4,087
North Vancouver.....	527	27	802	534	119	344	998
Penticton.....	121	17	165	132	85	9	497
Port Alberni.....	235	48	227	210	176	—	241
Prince George.....	160	76	630	156	112	4	948
Prince Rupert.....	548	208	383	415	313	30	296
Princeton.....	40	2	58	39	40	—	142
Trail.....	301	146	363	263	165	5	369
Vancouver.....	4,998	1,606	8,219	5,171	2,044	837	15,751
Vernon.....	113	39	188	81	64	11	613
Victoria.....	1,093	500	1,454	1,065	512	155	2,232
Whitehorse.....	99	351	101	89	178	11	117
Canada	96,189	49,018	120,932	84,132	46,903	9,678	203,676
Males.....	61,497	24,798	88,381	55,929	34,460	4,784	158,790
Females.....	34,692	24,220	32,551	28,203	12,443	4,894	44,886

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT
OFFICES 1939-1949**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (17 weeks).....	416,372	155,924	572,296	110,917	64,915	175,832

E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM
APRIL 1, 1949 TO APRIL 30, 1949**

	April, 1949	
	Employers Registered	Insured Persons Registered
Maritimes.....	17,034	212,490
Quebec.....	55,626	756,425
Ontario.....	76,944	1,117,465
Prairie.....	40,130	398,647
Pacific.....	24,467	275,167
Total for Canada.....	214,201	2,760,194

TABLE E-2.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO APRIL, 1949

	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,803	42,257	
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	794,994	421,445

(1) Revised claims included. See Table E-3 for analysis of claims filed at Local Offices.

TABLE E-3.—CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1949

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	29 (3,278)	25 (3,188)	2 (3)	2 (2)	10 (1,621)	1 (477)	— (3)	18 (1,172)
Prince Edward Island.....	305	171	73	61	262	76	2	91
Nova Scotia.....	4,923	3,044	1,163	716	4,412	997	31	1,200
New Brunswick.....	4,430	2,856	1,101	473	3,448	948	8	1,285
Quebec.....	21,333	12,977	4,786	3,570	17,729	5,831	332	5,799
Ontario.....	20,873	13,493	4,312	3,073	15,593	5,143	350	5,462
Manitoba.....	3,671	2,085	799	787	2,959	1,061	105	776
Saskatchewan.....	1,328	751	252	325	1,136	444	28	287
Alberta.....	3,260	2,254	454	552	3,488	740	28	591
British Columbia.....	8,822	4,786	2,757	1,279	7,185	1,918	117	2,291
Total Canada, April, 1949.....	68,979	42,442	15,699	10,838	56,222	17,159 ⁽¹⁾	1,001	17,800
Total Canada, March, 1949.....	103,402	66,714	22,072	14,616	82,277	20,244 ⁽²⁾	1,389	24,525
Total Canada, April, 1948.....	59,265	34,922	14,041	10,302	47,561	16,692 ⁽²⁾	1,331	17,834

(1) In addition, there were 760 special requests not granted.

(2) In addition, there were 1,215 special requests not granted.

(3) In addition, there were 1,065 special requests not granted.

N.B. Figures for Newfoundland shown in brackets relate to claims filed under the unemployment assistance plan provided by the terms of confederation with Canada. Unbracketed figures relate to claims of insured persons who had become unemployed in Canada prior to April 1, but had filed their claims in Newfoundland.

TABLE E-4.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of April 1948	Month of April 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	6,359	8,843	8,843
Not unemployed.....	2,108	486	486
Not capable of and not available for work.....	679	748	748
Loss of work due to a labour dispute.....	165	124	124
Refused offer of work and neglected opportunity to work.....	1,979	1,444	1,444
Discharged for misconduct.....	795	814	814
Voluntarily left employment without just cause.....	3,907	3,431	3,431
Other reasons (1).....	700	1,269	1,269
Total.....	16,692	17,159	17,159

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-5.—NO. OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, APRIL, 1949

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in Dollars)
Newfoundland.....	3 (661)	3 (661)	23 (4,418)	46 (10,742)
Prince Edward Island.....	1,840	308	32,017	68,438
Nova Scotia.....	11,499	4,114	251,661	571,036
New Brunswick.....	8,708	3,013	176,999	398,037
Quebec.....	61,527	14,814	1,137,384	2,520,640
Ontario.....	52,374	12,898	841,239	1,878,715
Manitoba.....	11,361	2,685	210,546	460,777
Saskatchewan.....	6,924	1,265	124,431	278,052
Alberta.....	9,399	3,186	128,652	298,050
British Columbia.....	28,042	6,044	497,491	1,132,033
Total, Canada, April, 1949.....	191,677	48,330	3,400,443	7,605,824
Total, Canada, March, 1949.....	239,826	75,351	4,644,642	10,361,473
Total, Canada, April, 1948.....	139,477	38,956	2,631,964	5,178,519

N.B. Figures for Newfoundland shown in brackets relate to claims filed under the unemployment assistance plan provided by the terms of confederation with Canada. Unbracketed figures relate to claims of insured persons who had become unemployed in Canada prior to April 1, but had filed their claims in Newfoundland.

TABLE E-6.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF APRIL 30, 1949

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	27	22	4	1	—	—	—
Male.....	25	20	4	1	—	—	—
Female.....	2	2	—	—	—	—	—
(Male).....	(2,832)	(1,690)	(703)	(371)	(68)	(—)	(—)
(Female).....	(35)	(25)	(10)	(—)	(—)	(—)	(—)
Prince Edward Island.....	1,124	81	40	98	226	230	449
Male.....	967	66	35	80	187	200	399
Female.....	157	15	5	18	39	30	50
Nova Scotia.....	13,566	1,983	1,327	2,018	3,078	1,786	3,374
Male.....	12,240	1,797	1,260	1,875	2,843	1,578	2,887
Female.....	1,326	186	67	143	235	208	487
New Brunswick.....	9,368	1,881	693	1,148	1,826	1,320	2,500
Male.....	8,078	1,741	623	1,000	1,540	1,084	2,090
Female.....	1,290	140	70	148	286	236	410
Quebec.....	49,224	7,334	3,802	6,822	9,742	7,788	13,736
Male.....	39,008	5,677	2,899	5,336	8,072	6,374	10,650
Female.....	10,216	1,657	903	1,486	1,670	1,414	3,086
Ontario.....	37,631	8,371	2,619	4,789	6,851	5,299	9,702
Male.....	27,385	6,122	1,941	3,472	4,976	3,836	7,038
Female.....	10,246	2,249	678	1,317	1,875	1,463	2,664
Manitoba.....	8,008	1,119	488	848	1,552	1,215	2,786
Male.....	5,625	683	367	615	1,073	845	2,042
Female.....	2,383	436	121	233	479	370	744
Saskatchewan.....	3,201	318	140	335	572	555	1,281
Male.....	2,368	203	113	246	417	402	987
Female.....	833	115	27	89	155	153	294
Alberta.....	7,308	2,043	220	1,098	2,226	558	1,163
Male.....	6,449	1,916	173	1,004	2,039	407	910
Female.....	859	127	47	94	187	151	253
British Columbia.....	20,642	2,329	1,378	2,312	3,704	3,453	7,466
Male.....	15,656	1,898	1,063	1,805	2,653	2,409	5,828
Female.....	4,986	431	315	507	1,051	1,044	1,638
TOTAL.....	150,099	25,481	10,711	19,469	29,777	22,204	42,457
MALE.....	117,801	20,123	8,478	15,434	23,800	17,135	32,831
FEMALE.....	32,298	5,358	2,233	4,035	5,977	5,069	9,626

N.B. Bracketed figures for Newfoundland refer to data relating to the unemployment assistance scheme that formed one of the terms of union with Canada.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY, 1941 TO APRIL 30, 1949

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS		Balance in Fund	
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments		
	Interest on Investments and Profit on sale of Securities						Fines							
	Stamps		Meter		Bulk	Total Employer and Employee		Government						
	\$		\$		\$		\$		\$		\$	\$	\$	
1942.....	22,436,001 56		7,209,058 48		6,790,549 01		36,435,609 05		7,287,121 81		269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15		13,645,258 63		13,380,741 65		57,434,651 43		11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54		13,205,897 37		16,949,655 09		61,720,785 00		12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12		11,926,369 85		19,018,308 47		63,728,855 44		12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,904,786 96		10,816,365 63		16,785,437 07		62,566,589 66		12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28		11,500,028 37		23,472,577 26		76,015,030 91		15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64
1948.....	38,768,926 38		11,508,638 62		33,593,269 47		83,870,834 47		16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21
1949.....	46,686,689 27		14,363,308 41		37,531,562 30		98,581,559 98		20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38
April.....	4,659,575 10		1,397,731 77		2,729,335 56		8,786,642 43		959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	532,417,627 65
GRAND TOTAL.....	283,316,465 36		95,572,657 13		170,251,435 88		549,140,558 37		109,831,999 77	24,998 57	48,677,394 45	707,674,951 16	175,257,323 51	532,417,627 65

The column "Bulk" includes contributions for armed service \$43,352,395.68 and miscellaneous receipts \$2,134.22

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		128.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.6	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February.....	18.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April.....	19.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
June.....	22.6	123.6	142.1	112.6	107.2	124.3	122.4	112.1	132.1
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
August.....	24.6	125.6	144.7	112.6	107.2	127.6	127.0	113.8	135.1
September.....	24.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	25.8	128.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	117.3	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	130.1	183.3	168.1	128.4	183.0

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA
AT THE BEGINNING OF MAY 1949**

(BASE: Aug. 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	May 1, 1948	April 1, 1949	May 2, 1949						
Halifax.....	148.3	152.3	152.4	198.0	109.4	133.4	190.7	156.2	121.8
Saint John.....	151.5	155.9	156.0	191.8	113.9	136.6	191.3	156.8	127.7
Montreal.....	157.4	161.9	161.7	206.5	117.8	123.6	177.0	172.8	125.4
Toronto.....	150.5	154.8	155.0	192.1	119.3	144.2	183.1	164.3	127.4
Winnipeg.....	147.6	153.8	154.7	201.5	115.1	121.2	174.5	171.5	122.6
Saskatoon.....	156.5	161.8	161.7	209.4	123.2	137.0	186.8	173.1	121.3
Edmonton.....	148.1	154.3	155.1	205.6	109.4	114.6	186.7	163.1	125.0
Vancouver.....	153.5	160.5	161.1	206.8	113.2	139.7	192.9	161.8	130.4

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Mar. 1949	April 1949	May 1949	Price May 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	244.8	247.7	252.3	70.4
Beef, round steak.....	lb.	125.7	167.9	167.9	274.3	277.6	282.3	66.9
Beef, rib roast.....	lb.	125.5	174.3	174.3	277.0	280.0	283.9	65.3
Beef, blade.....	lb.	132.7	161.6	162.3	296.9	300.6	305.0	48.5
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	331.7	333.1	339.0	46.3
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	320.7	320.1	313.6	53.0
Lamb, leg roast.....	lb.	109.9	164.4	152.8	248.2	249.6	257.4	73.1
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	225.9	230.3	229.2	62.3
Pork, fresh shoulder, hock off.....	lb.	127.0	143.4	143.4	253.0	259.3	259.3	49.4
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	228.6	229.5	229.5	73.2
Lard, pure.....	lb.	151.3	157.9	159.6	228.1	211.4	196.5	22.4
Shortening, vegetable.....	lb.	134.7	137.5	137.5	248.6	231.3	227.8	32.8
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	173.5	173.1	174.1	54.2
Milk.....	qt.	111.0	95.4	95.4	162.4	164.2	164.2	17.9
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	267.0	229.7	227.1	62.0
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	230.5	229.0	228.2	30.5
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	152.4	163.5	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	187.9	209.1	218.2	7.2
Rolled Oats, package.....	lb.	112.0	114.0	114.0	153.6	155.2	155.2	9.8
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	162.0	162.0	162.0	14.9
Tomatoes, canned, $2\frac{1}{2}$'s.....	tin	129.9	137.7	137.7	213.2	206.6	200.9	21.3
Peas, canned, 2's.....	tin	117.5	121.7	121.7	148.3	147.5	146.7	17.6
Corn, canned 2's.....	tin	128.3	132.7	132.7	185.8	185.0	185.8	21.0
Beans, dry.....	lb.	129.4	133.3	133.3	268.6	264.7	262.7	13.4
Onions.....	lb.	108.2	142.9	126.5	128.6	130.6	138.8	6.8
Potatoes.....	10 lbs.	89.9	218.3	149.4	144.5	147.3	149.5	32.7
Prunes, bulk.....	lb.	115.8	120.2	120.2	181.6	182.5	184.2	21.0
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.2	127.2	127.2	19.2
Oranges.....	doz.	132.5	154.6	154.3	134.5	129.4	137.9	40.4
Lemons.....	doz.	111.3	147.7	148.6	137.8	136.3	136.0	44.2
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	149.2	148.6	143.0	24.3
Peaches, 20 oz.....	tin	101.5	105.1	106.1	144.2	143.1	142.6	28.1
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	144.3	143.6	142.1	19.3
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	182.2	181.0	179.9	30.8
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	155.6	9.8
Coffee.....	lb.	141.6	131.4	131.7	188.2	188.5	188.8	63.8
Tea, black $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	175.9	176.2	176.5	51.9

* Descriptions and units of sale apply to, May, 1949 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	70·4	64·6	61·7	48·7	47·3	.....	.....	58·3	50·0	71·4
Nova Scotia—										
2—Halifax.....	70·7	65·6	c 60·2	45·5	44·8	39·3	71·2	61·1	48·4	67·9
3—New Glasgow.....	73·7	68·5	69·0	49·3	46·4	.....	.....	60·7	50·7	74·8
4—Sydney.....	79·5	70·9	59·4	53·0	48·0	.....	69·7	63·0	56·3	70·0
5—Truro.....	66·0	61·0	63·6	43·8	44·8	.....	.....	59·5	47·5	72·7
New Brunswick—										
6—Fredericton.....	69·4	62·3	58·8	43·5	40·9	51·0	.....	56·9	42·8	69·0
7—Moncton.....	72·2	68·5	66·8	47·2	42·3	.....	.....	62·1	48·9	74·1
8—Saint John.....	74·9	69·4	c 61·5	47·1	42·7	50·0	68·5	61·5	47·0	70·3
Quebec—										
9—Chicoutimi.....	70·6	69·4	63·3	47·5	38·5	.....	.....	54·4	49·0	80·0
10—Hull.....	68·1	65·9	60·0	47·6	43·1	50·0	.....	57·7	46·4	64·2
11—Montreal.....	76·9	70·6	67·6	45·9	42·3	43·6	72·6	56·8	47·7	69·7
12—Quebec.....	75·9	74·6	66·9	46·5	40·9	50·0	71·2	52·1	45·7	63·8
13—St. Hyacinthe.....	67·4	62·2	61·8	43·1	33·5	51·0	.....	58·3	46·5	72·0
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	73·0
15—Sherbrooke.....	76·0	69·4	64·3	46·2	37·0	54·5	.....	60·0	49·0	68·9
16—Sorel.....	72·9	69·3	67·0	41·9	42·6	.....	.....	61·0	45·8	71·7
17—Thetford Mines.....	.....	66·9	.....	45·4	.....	.....	.....	54·4	45·0	.....
18—Three Rivers.....	78·7	72·5	61·7	43·4	38·9	.....	.....	57·0	45·5	68·6
Ontario—										
19—Belleville.....	69·3	68·0	67·3	.....	50·0	.....	.....	62·7	50·7	70·0
20—Brantford.....	69·5	67·2	64·9	50·8	46·0	53·8	72·5	61·9	46·5	69·8
21—Brockville.....	73·6	70·9	69·0	49·5	49·0	.....	.....	66·3	52·0	74·8
22—Chatham.....	70·3	67·6	65·9	48·5	45·9	.....	.....	64·0	47·9	70·6
23—Cornwall.....	69·7	68·1	c 64·0	47·4	48·4	.....	.....	62·1	47·8	70·2
24—Fort William.....	66·9	63·7	67·7	49·9	47·1	.....	.....	65·7	58·5	76·8
25—Galt.....	68·4	66·4	64·4	50·6	47·3	.....	.....	64·0	49·5	69·1
26—Guelph.....	70·1	68·3	67·2	51·7	50·1	55·8	75·0	63·5	45·5	69·6
27—Hamilton.....	70·8	69·1	68·5	50·9	47·8	58·1	76·3	62·1	45·1	68·0
28—Kingston.....	67·7	66·6	62·4	47·3	44·7	.....	69·3	63·0	46·2	68·8
29—Kitchener.....	69·8	68·2	65·3	49·8	47·7	56·6	73·7	65·5	47·4	70·3
30—London.....	70·6	69·4	64·5	49·8	45·8	52·9	75·9	61·1	45·8	70·0
31—Niagara Falls.....	68·0	67·1	64·4	49·9	48·4	.....	71·0	61·7	48·0	70·3
32—North Bay.....	69·0	67·3	65·6	49·7	49·3	.....	.....	63·8	46·7	70·6
33—Oshawa.....	68·3	66·9	66·1	48·5	46·3	46·7	.....	59·6	45·1	65·9

COAL AND RENTALS BY CITIES, MAY, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	23-4	34-3	51-1	16-0	64-6	33-5	10-7	7-6	9-5	16-1
Nova Scotia—										
2—Halifax.....	24-7	33-0	57-1	19-0	66-2	31-5	10-4	7-7	11-3	16-0
3—New Glasgow.....	23-0	32-7	56-4	19-0	66-4	32-5	11-2	.....	10-1	16-2
4—Sydney.....	22-6	32-3	60-7	20-0	66-3	32-3	10-0	7-0	10-4	16-4
5—Truro.....	24-8	32-3	55-2	18-0	65-8	33-1	11-2	7-7	10-3	15-4
New Brunswick—										
6—Fredericton.....	23-0	33-0	59-3	17-0	64-6	31-9	11-3	7-3	8-7	15-2
7—Moncton.....	21-4	31-6	55-1	17-0	64-9	32-0	11-3	7-8	10-0	15-6
8—Saint John.....	23-0	32-6	58-0	18-0	65-8	33-2	11-3	7-6	9-9	15-0
Quebec—										
9—Chicoutimi.....	24-6	34-0	57-8	17-0	61-0	31-4	9-3	7-4	.....	15-3
10—Hull.....	19-5	31-8	55-0	18-0	60-5	29-5	10-0	6-9	10-3	14-2
11—Montreal.....	21-1	33-1	56-6	17-5	61-1	30-1	10-0	6-8	10-2	14-7
12—Quebec.....	20-1	32-5	55-1	17-0	60-9	31-2	9-0	6-9	10-5	14-9
13—St. Hyacinthe.....	21-5	32-5	54-8	16-0	60-5	30-5	9-3	7-2	10-9	14-5
14—St. Johns.....	22-6	32-6	55-7	16-0	61-2	31-0	8-7	7-5	10-4	15-0
15—Sherbrooke.....	24-5	32-4	57-8	17-0	59-6	31-8	10-2	7-3	10-3	15-3
16—Sorel.....	19-9	32-2	54-9	16-0	60-7	30-5	8-7	7-1	10-6	15-2
17—Thetford Mines.....	22-8	31-8	52-5	16-0	60-4	31-0	9-3	7-7	10-2	15-3
18—Three Rivers.....	21-8	32-5	57-3	17-0	59-8	31-1	8-7	7-1	10-2	16-1
Ontario—										
19—Belleville.....	21-4	32-5	50-4	17-0	61-8	30-2	10-0	6-8	9-7	14-4
20—Brantford.....	19-8	32-4	52-5	18-0	61-9	29-3	10-0	7-3	9-6	14-5
21—Brockville.....	21-8	33-1	54-6	18-0	61-4	29-9	10-0	7-2	10-2	14-3
22—Chatham.....	21-6	33-8	52-5	18-0	61-5	29-5	10-0	6-9	10-1	14-6
23—Cornwall.....	19-9	32-4	55-2	18-0	61-3	29-3	10-0	7-1	9-4	14-1
24—Fort William.....	22-7	30-6	57-7	20-0	60-9	31-5	10-7	7-1	9-6	14-8
25—Galt.....	19-5	33-1	52-2	17-0	61-5	29-5	10-0	7-3	9-7	14-7
26—Guelph.....	19-9	32-8	54-1	17-0	61-1	28-9	10-0	7-0	9-9	14-6
27—Hamilton.....	19-2	32-3	53-3	18-0	61-2	29-3	10-0	6-9	10-0	14-6
28—Kingston.....	20-4	32-4	51-7	18-0	60-6	29-9	9-3	7-1	9-9	14-6
29—Kitchener.....	21-1	33-3	52-3	17-0	62-0	29-1	10-0	7-3	9-7	14-2
30—London.....	21-2	32-8	52-1	17-0	61-9	29-7	10-0	6-9	9-9	14-3
31—Niagara Falls.....	20-7	33-1	54-4	19-0	62-4	29-1	9-3	7-0	9-8	14-8
32—North Bay.....	22-6	33-9	56-6	18-0	63-5	30-0	10-3	7-4	.....	15-4
33—Oshawa.....	19-7	32-1	52-2	18-0	61-0	28-9	10-0	7-0	9-5	14-8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (cllops or roasts) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	69·6	66·2	65·8	49·3	45·9	49·2	71·6	60·7	49·2	73·1
35—Owen Sound.....	70·9	67·7	68·0	50·7	46·5	.....	.....	63·4	48·9	68·3
36—Peterborough.....	73·1	70·5	66·6	51·0	49·0	49·7	.....	60·5	46·6	71·8
37—Port Arthur.....	64·9	62·1	63·3	48·3	47·3	.....	.....	60·7	52·0	75·5
38—St. Catharines.....	69·0	67·8	66·4	52·4	48·6	.....	.....	62·2	49·3	65·1
39—St. Thomas.....	69·5	67·2	65·6	50·6	47·1	50·7	.....	61·1	48·3	68·9
40—Sarnia.....	68·0	66·2	c 63·4	50·6	46·6	60·0	74·7	59·8	48·9	66·3
41—Sault Ste. Marie.....	69·6	67·3	63·7	48·4	46·5	.....	.....	64·7	52·7	75·3
42—Stratford.....	67·2	66·2	67·0	47·8	44·6	.....	.....	61·4	47·3	69·1
43—Sudbury.....	69·9	68·1	65·6	49·1	50·4	.....	.....	63·6	50·7	70·4
44—Timmins.....	69·7	67·8	64·3	49·0	48·9	53·6	.....	61·1	49·6	67·7
45—Toronto.....	72·7	69·1	70·6	52·3	47·3	58·3	74·9	62·3	45·2	67·9
46—Welland.....	69·5	66·4	c 61·1	48·0	42·7	.....	.....	60·7	48·7	67·4
47—Windsor.....	68·0	65·3	63·0	47·9	47·3	.....	73·5	63·5	47·0	67·1
48—Woodstock.....	71·0	67·0	65·0	49·2	46·6	.....	.....	60·6	46·2	71·7
Manitoba—										
49—Brandon.....	69·0	64·3	.....	46·7	46·7	.....	.....	65·7	50·0	77·6
50—Winnipeg.....	67·8	61·7	c 60·1	46·6	46·2	50·7	71·1	64·4	53·7	75·9
Saskatchewan—										
51—Moose Jaw.....	64·3	60·3	63·5	48·6	47·9	.....	66·5	63·0	47·4	81·4
52—Prince Albert.....	63·6	59·8	57·4	46·6	46·5	51·0	63·3	62·8	47·7	77·5
53—Regina.....	65·1	61·8	60·9	45·5	45·9	53·8	63·8	64·2	49·7	79·9
54—Saskatoon.....	63·4	60·4	61·3	48·1	46·9	58·5	.....	62·6	50·7	80·0
Alberta—										
55—Calgary.....	67·4	63·6	c 65·3	46·0	46·6	45·4	75·0	64·0	53·7	80·3
56—Drumheller.....	67·5	66·0	65·3	51·0	47·7	.....	.....	69·0	53·4	84·0
57—Edmonton.....	63·8	60·5	61·6	43·7	45·4	53·7	64·3	62·0	49·3	79·1
58—Lethbridge.....	68·7	64·0	64·7	48·7	48·0	61·7	.....	62·7	50·0	83·2
British Columbia—										
59—Nanaimo.....	76·8	71·6	76·2	51·0	53·0	.....	86·0	71·0	56·7	86·4
60—New Westminster.....	72·2	67·6	67·5	50·9	50·7	55·3	75·0	68·1	54·6	82·4
61—Prince Rupert.....	78·6	72·4	80·7	50·0	50·0	.....	83·6	69·2	58·7	88·7
62—Trail.....	73·9	70·3	75·1	52·2	51·0	.....	86·0	72·6	62·0	84·4
63—Vancouver.....	77·0	70·7	72·9	51·6	53·0	63·6	79·4	67·5	53·9	83·9
64—Victoria.....	77·6	71·6	71·9	52·8	53·3	60·2	81·8	68·8	53·1	83·5

COAL AND RENTALS BY CITIES, MAY, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	20-0	32-8	55-3	18-0	61-7	30-1	10-0	7-1	9-9	14-6
34—Owen Sound.....	22-7	33-1	50-3	18-0	61-9	29-2	10-0	7-4	9-1	14-6
36—Peterborough.....	20-4	32-3	50-5	18-0	60-9	30-0	10-0	6-9	9-9	14-2
37—Port Arthur.....	21-7	30-3	57-9	20-0	61-1	31-0	10-7	7-1	9-0	15-1
38—St. Catharines.....	20-7	32-5	55-2	19-0	62-2	29-4	9-3	7-1	9-7	14-5
39—St. Thomas.....	20-5	32-7	52-7	18-0	62-6	30-3	10-0	7-4	9-9	14-5
40—Sarnia.....	21-5	33-4	52-4	18-0	61-9	30-2	10-0	7-0	10-0	14-8
41—Sault Ste. Marie.....	21-9	31-9	57-0	20-0	62-1	29-9	10-7	7-3	10-3	14-9
42—Stratford.....	20-9	33-1	50-6	18-0	62-2	29-9	10-0	6-7	10-0	14-9
43—Sudbury.....	22-9	32-8	58-0	20-0	63-1	30-5	10-7	7-5	10-3	14-9
44—Timmins.....	22-7	32-1	56-9	20-0	61-5	29-8	11-3	7-5	10-4	14-8
45—Toronto.....	21-1	31-8	53-6	19-0	61-2	28-5	10-0	7-0	9-6	14-1
46—Welland.....	20-7	33-6	52-3	19-0	62-5	29-4	10-0	7-0	9-6	14-3
47—Windsor.....	20-6	33-0	52-7	18-0	61-6	29-1	10-0	7-2	10-0	14-6
48—Woodstock.....	19-9	32-6	51-3	17-5	61-6	29-7	10-0	6-8	9-1	14-9
Manitoba—										
49—Brandon.....	24-3	34-3	53-4	16-0	60-3	31-1	10-7	7-4	8-5	15-5
50—Winnipeg.....	22-5	32-0	53-3	17-0	60-4	30-5	11-0	7-0	9-5	14-8
Saskatchewan—										
51—Moose Jaw.....	23-8	33-4	47-5	17-0	58-7	30-3	11-2	7-1	8-9	15-1
52—Prince Albert.....	23-5	31-9	51-7	17-0	59-6	29-6	9-6	7-1	8-7	14-6
53—Regina.....	23-7	34-5	49-0	17-0	58-5	31-1	11-2	7-2	8-4	15-1
54—Saskatoon.....	23-3	33-9	52-0	17-0	59-2	29-9	10-4	7-1	8-6	14-7
Alberta—										
55—Calgary.....	23-9	33-4	50-8	18-0	62-2	29-6	10-4	7-2	8-6	15-1
56—Drumheller.....	25-3	33-1	51-2	20-0	63-1	31-0	11-2	7-5	10-3	15-5
57—Edmonton.....	24-3	33-8	49-0	17-0	62-0	30-3	10-4	7-1	9-1	14-3
58—Lethbridge.....	22-7	32-3	52-2	18-0	61-8	30-6	11-2	7-0	9-1	14-9
British Columbia—										
59—Nanaimo.....	27-1	34-7	55-7	20-0	64-8	32-2	12-5	7-3	9-6	15-3
60—New Westminster.....	25-9	32-2	54-4	17-0	62-9	30-5	11-5	7-3	9-3	14-8
61—Prince Rupert.....	27-8	31-8	62-1	25-0	64-3	33-7	13-0	7-9	10-5	16-1
62—Trail.....	26-0	36-8	55-2	20-0	63-2	31-5	13-0	7-2	9-1	15-4
63—Vancouver.....	26-4	32-7	55-0	17-0	62-6	30-6	12-8	7-0	9-3	14-7
64—Victoria.....	26-6	32-3	55-6	19-0	63-2	31-8	12-0	7-5	9-7	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	24·8	17·9	22·5	14·3	7·2	22·8	19·5	21·0	42·8	60·8	50·1
Nova Scotia—											
2—Halifax.....	23·9	17·9	21·6	13·9	6·2	26·9	21·7	18·9	39·3	42·1	48·3
3—New Glasgow.....	23·8	17·3	21·3	13·3	6·1	28·1	.....	22·7	41·8	46·8	50·2
4—Sydney.....	22·7	18·1	22·1	12·6	6·6	29·3	19·7	20·1	47·0	51·9	46·8
5—Truro.....	22·8	17·8	21·1	13·5	6·1	26·6	22·8	19·9	36·2	51·8	49·7
New Brunswick—											
6—Fredericton.....	21·5	18·8	21·2	13·6	7·3	23·9	21·4	19·3	43·9	50·3	50·7
7—Moncton.....	23·0	18·6	22·0	13·5	6·9	24·4	20·9	22·2	39·7	44·5	50·5
8—Saint John.....	20·6	16·6	21·3	14·0	6·3	22·8	21·1	20·4	44·4	45·5	48·0
Quebec—											
9—Chicoutimi.....	17·7	19·1	22·3	14·7	8·3	31·3	.....	23·8	47·0	56·3	56·2
10—Hull.....	17·6	16·7	20·3	13·0	8·1	28·5	20·4	19·5	36·1	36·6	45·2
11—Montreal.....	16·8	16·5	19·1	12·9	6·9	26·6	21·7	20·7	37·9	38·6	45·8
12—Quebec.....	17·1	17·6	19·8	12·5	7·4	22·8	21·1	19·9	39·4	40·7	48·8
13—St. Hyacinthe.....	16·9	17·4	20·4	11·2	7·8	23·9	20·1	18·0	44·9	47·8	47·7
14—St. Johns.....	17·5	17·8	19·6	12·4	6·7	27·4	19·7	20·7	46·8	44·2	44·3
15—Sherbrooke.....	17·9	17·7	20·4	12·1	7·2	24·8	23·0	19·9	39·5	43·7	46·9
16—Sorel.....	18·5	17·2	20·7	11·6	7·2	25·6	21·1	20·2	44·5	45·7	45·9
17—Thetford Mines.....	19·5	18·1	21·0	11·9	7·6	27·3	20·5	17·8	45·6	50·0	48·7
18—Three Rivers.....	18·4	16·3	20·9	11·8	6·9	25·2	19·8	19·9	41·8	42·7	47·8
Ontario—											
19—Belleville.....	18·4	17·1	21·3	13·3	5·5	29·3	18·0	17·4	42·0	40·3	44·9
20—Brantford.....	21·6	15·8	20·6	13·0	5·7	28·3	20·9	17·5	40·5	37·9	44·2
21—Brockville.....	20·2	17·5	21·3	13·2	6·3	30·3	17·1	18·0	38·5	38·4	46·1
22—Chatham.....	21·8	18·1	20·3	11·4	4·6	28·9	21·6	17·9	38·3	39·3	47·1
23—Cornwall.....	18·7	16·9	19·5	12·6	6·9	29·8	19·0	19·9	38·7	38·2	48·5
24—Fort William.....	20·4	17·2	20·7	12·9	7·2	36·1	21·3	21·3	35·8	48·5	48·3
25—Galt.....	20·0	17·3	20·6	14·0	5·2	29·5	21·9	17·7	35·7	38·5	44·3
26—Guelph.....	21·2	16·9	21·1	12·6	5·3	29·2	20·3	18·0	37·2	40·7	44·8
27—Hamilton.....	20·2	16·5	20·6	13·4	5·3	29·8	22·4	17·4	41·7	37·2	43·7
28—Kingston.....	18·5	16·2	20·5	13·8	5·8	28·7	21·6	17·8	40·7	39·6	45·3
29—Kitchener.....	21·1	18·6	20·7	13·0	5·5	27·4	22·2	17·7	42·1	39·9	45·2
30—London.....	20·5	17·5	20·3	13·1	5·3	31·4	21·3	16·6	40·4	41·4	42·9
31—Niagara Falls.....	19·8	18·2	20·6	13·7	5·5	32·3	21·0	16·9	45·0	42·0	45·5
32—North Bay.....	21·3	17·0	21·4	12·6	6·1	30·1	.....	.....	38·3	41·3	49·5
33—Oshawa.....	19·6	16·9	20·1	13·5	4·6	27·4	22·5	18·6	45·4	44·1	44·8

COAL AND RENTALS BY CITIES, MAY, 1949

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29·3	39·9	35·6	9·6	9·4	71·5	50·2	.....	15·37	26·00-30·00(b)
Nova Scotia—										
2—Halifax.....	29·0	40·7	32·8	9·4	9·4	70·0	49·7	.....	16·87	28·50-32·50
3—New Glasgow.....	29·4	43·3	34·3	9·8	9·8	74·4	50·1	.....	.....	16·00-20·00
4—Sydney.....	29·4	43·2	33·7	10·1	10·0	71·9	50·9	.....	10·85	20·50-24·50(b)
5—Truro.....	29·1	40·7	33·9	9·4	9·5	70·7	52·2	.....	15·25	.....
New Brunswick—										
6—Fredericton.....	28·1	44·4	32·9	9·7	9·6	68·6	50·0	.....	16·70	21·00-25·00(b)
7—Moncton.....	29·7	42·0	32·4	9·9	9·9	67·5	49·8	.....	16·13	27·00-31·00(b)
8—Saint John.....	27·4	39·5	32·8	9·7	9·5	68·7	50·6	.....	17·00	21·50-25·50(b)
Quebec—										
9—Chicoutimi.....	33·4	41·3	36·8	10·0	9·7	73·5	54·0	23·00	.....	.....
10—Hull.....	26·5	38·4	29·8	9·3	9·3	63·7	53·4	22·35	.....	.....
11—Montreal.....	27·5	39·3	29·6	9·0	9·4	67·0	53·1	22·25	.....	24·50-28·50(b)
12—Quebec.....	30·1	42·4	31·1	9·0	9·0	64·2	53·2	21·37	.....	29·00-33·00(b)
13—St. Hyacinthe.....	28·7	38·1	30·2	9·0	8·9	60·2	53·7	22·00	.....	.....
14—St. Johns.....	27·8	39·0	31·0	9·0	9·0	63·0	52·3	22·00	.....	.....
15—Sherbrooke.....	30·1	39·8	31·0	9·0	9·0	63·8	53·1	23·50	.....	21·50-25·50(b)
16—Sorel.....	30·0	40·5	31·0	9·0	8·7	66·3	52·8	22·00	.....	.....
17—Thetford Mines.....	30·3	38·3	34·3	9·1	9·0	65·3	51·6	23·50	.....	.....
18—Three Rivers.....	28·7	39·6	31·0	9·1	9·0	66·4	53·4	22·00	.....	.....
Ontario—										
19—Belleville.....	29·7	35·6	28·6	9·6	9·4	61·3	52·5	21·75	.....	.....
20—Brantford.....	27·1	35·3	28·0	9·8	9·7	62·9	52·3	21·25	.....	23·50-27·50
21—Brockville.....	28·6	36·8	29·2	9·5	9·5	63·5	52·4	22·00	.....	.....
22—Chatham.....	28·5	36·9	28·3	9·9	9·9	64·4	53·7	22·50	.....	23·00-27·00
23—Cornwall.....	28·5	39·2	29·1	9·1	9·1	62·0	51·6	23·00	.....	.....
24—Fort William.....	26·2	42·2	30·0	9·9	10·0	60·6	51·1	.....	22·10	29·50-33·50
25—Galt.....	27·3	33·3	27·9	9·8	9·6	62·8	53·5	21·50	.....	25·50-29·50
26—Guelph.....	27·7	35·4	28·0	9·7	9·6	63·4	53·4	21·75	.....	24·00-28·00
27—Hamilton.....	25·5	33·8	28·5	9·3	9·4	62·6	52·9	20·50	.....	30·00-34·00
28—Kingston.....	28·5	34·8	28·3	9·1	9·1	64·4	52·0	22·00	.....	33·50-37·50
29—Kitchener.....	27·9	35·8	27·9	9·9	9·8	58·2	53·6	21·50	.....	30·00-34·00
30—London.....	28·4	34·1	28·3	9·7	9·6	60·8	51·8	22·00	.....	28·50-32·50
31—Niagara Falls.....	24·8	35·0	28·2	9·6	9·6	62·0	53·2	19·87	.....	30·00-34·00
32—North Bay.....	26·2	38·5	32·2	10·0	9·9	67·0	53·2	24·00	.....	24·00-28·00
33—Oshawa.....	26·3	35·3	28·0	9·5	9·3	65·4	53·2	21·50	.....	27·50-31·50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	18.4	16.8	20.1	12.7	6.6	29.4	22.8	19.6	34.1	37.1	45.1
35—Owen Sound.....	21.6	16.8	21.1	13.4	4.9	27.5	19.6	18.3	39.1	41.4	45.3
36—Peterborough.....	19.4	16.1	19.7	12.7	5.5	26.6	22.0	17.4	38.9	38.9	46.4
37—Port Arthur.....	19.2	18.6	20.8	13.1	7.3	37.0	22.0	21.3	39.2	48.4	48.6
38—St. Catharines.....	20.9	18.0	20.2	12.9	6.5	31.5	21.8	17.1	41.2	39.9	44.2
39—St. Thomas.....	20.8	18.7	21.0	12.1	5.8	29.7	20.1	16.3	43.7	39.4	44.5
40—Sarnia.....	22.5	18.8	21.3	13.3	5.6	29.7	20.7	17.9	41.3	41.8	46.3
41—Sault Ste. Marie.....	21.0	17.7	21.1	12.5	5.8	34.0	22.8	19.8	34.7	38.7	47.3
42—Stratford.....	21.3	17.1	20.9	13.8	5.3	27.5	19.7	16.7	40.2	38.9	45.2
43—Sudbury.....	18.9	16.2	21.7	12.9	6.1	31.3	20.1	19.1	43.0	42.1	47.1
44—Timmins.....	18.6	16.5	21.3	13.5	5.7	36.4	20.9	20.5	37.4	40.2	48.2
45—Toronto.....	19.0	16.0	20.1	13.7	5.2	32.3	21.6	17.9	40.7	38.6	42.8
46—Welland.....	20.0	15.9	20.4	13.0	5.1	31.0	21.5	17.5	38.7	39.0	44.1
47—Windsor.....	20.0	18.0	20.3	13.0	5.6	31.5	21.6	18.2	44.4	43.3	44.8
48—Woodstock.....	20.6	16.8	20.2	12.1	5.3	27.9	20.8	16.8	40.3	39.0	45.0
Manitoba—											
49—Brandon.....	22.8	18.7	20.9	15.7	8.0	39.3	19.7	19.7	44.2	52.7	.....
50—Winnipeg.....	21.5	18.0	21.0	14.1	7.7	37.9	20.2	20.2	42.2	48.0	57.9
Saskatchewan—											
51—Moose Jaw.....	23.2	17.2	21.4	14.6	7.3	44.4	22.0	18.9	36.4	46.3	.....
52—Prince Albert.....	24.8	18.8	21.7	14.6	9.9	34.2	20.5	20.5	40.5	55.6	.....
53—Regina.....	22.1	19.4	20.8	14.0	8.6	42.9	21.9	20.7	43.3	45.1	60.9
54—Saskatoon.....	24.2	16.9	21.6	13.9	9.2	48.0	22.3	19.8	37.8	49.7	.....
Alberta—											
55—Calgary.....	24.6	17.2	19.7	14.0	8.2	46.5	21.4	20.0	42.3	53.9	55.1
56—Drumheller.....	25.8	17.7	20.3	14.3	9.1	49.1	21.1	20.7	36.1	50.5	59.0
57—Edmonton.....	24.5	17.6	20.3	13.9	9.0	40.8	20.9	20.0	41.4	46.9	58.3
58—Lethbridge.....	23.1	16.7	19.0	13.3	8.9	43.7	.....	19.3	.....	56.2	54.5
British Columbia—											
59—Nanaimo.....	26.8	19.2	23.6	15.8	9.3	47.0	.....	17.8	35.9	44.0	.....
60—New Westminster.....	23.9	17.5	23.0	15.4	7.7	43.8	19.5	18.1	35.2	40.8	48.2
61—Prince Rupert.....	28.0	20.6	24.5	15.6	9.4	49.9	23.7	20.3	45.7	49.4	54.0
62—Trail.....	27.9	20.0	21.5	18.1	10.4	50.5	23.1	22.6	39.6	56.6	59.7
63—Vancouver.....	24.3	17.3	21.8	14.2	7.4	43.7	20.5	19.3	35.7	40.5	52.2
64—Victoria.....	26.3	19.2	22.4	14.9	8.2	49.1	20.5	20.1	33.2	38.6	51.7

COAL AND RENTALS BY CITIES, MAY, 1949—concluded

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26.4	37.2	28.4	9.2	9.3	61.0	52.3	22.35	.....	34.00-38.00
35—Owen Sound.....	28.1	35.2	29.2	9.9	9.9	67.9	53.4	22.50	.....	19.00-23.00
36—Peterborough.....	27.6	36.4	28.3	9.5	9.4	64.1	51.6	22.00	.....	27.50-31.50
37—Port Arthur.....	27.5	42.6	30.6	10.0	9.9	60.5	51.1	.....	22.10	24.50-28.50
38—St. Catharines.....	25.0	34.2	27.4	9.5	9.2	60.4	53.3	21.50	.....	29.00-33.00
39—St. Thomas.....	29.0	38.4	28.8	9.9	9.9	63.7	53.1	22.00	.....	22.00-26.00
40—Sarnia.....	29.3	36.0	29.4	10.1	10.1	63.0	52.9	21.25	.....	.....
41—Sault Ste. Marie.....	26.7	39.6	30.7	10.0	9.8	61.0	52.6	22.00	.....	25.00-29.00
42—Stratford.....	28.2	36.0	29.5	9.9	9.9	63.7	52.6	21.50	.....	.....
43—Sudbury.....	27.9	39.2	30.9	9.8	9.7	61.8	53.3	22.25	.....	32.00-36.00
44—Timmins.....	28.2	39.6	32.4	10.1	9.9	60.8	52.6	25.50	.....	31.50-35.50
45—Toronto.....	25.4	36.5	27.0	9.3	9.3	63.2	52.6	20.75	.....	35.00-39.00
46—Welland.....	25.3	33.5	29.0	9.4	9.5	60.0	51.7	20.75	.....	.....
47—Windsor.....	28.1	35.1	28.8	9.8	9.7	63.5	52.3	22.00	.....	27.50-31.50
48—Woodstock.....	27.7	36.2	28.0	9.9	9.9	63.2	52.1	22.00	.....	.....
Manitoba—										
49—Brandon.....	28.5	42.7	32.7	11.2	11.2	64.9	51.3	.....	16.25	23.50-27.50
50—Winnipeg.....	26.9	41.0	30.1	10.5	10.5	55.4	49.9	.....	17.45	29.00-33.00
Saskatchewan—										
51—Moose Jaw.....	29.3	40.8	33.0	11.2	11.2	62.5	49.8	.....	14.50	27.00-31.00
52—Prince Albert.....	30.1	44.2	33.7	11.4	11.4	63.2	51.3	.....	14.75	21.00-25.00
53—Regina.....	27.7	40.8	32.3	11.0	11.5	64.2	54.3	.....	15.33	30.00-34.00
54—Saskatoon.....	28.9	43.0	33.4	10.9	11.5	62.4	50.9	.....	14.40	24.50-28.50
Alberta—										
55—Calgary.....	27.3	40.9	32.9	10.5	11.0	61.5	50.1	.....	12.40	27.50-31.50
56—Drumheller.....	29.7	46.3	35.3	11.1	11.7	66.2	49.5	.....	.....	23.50-27.50
57—Edmonton.....	27.5	41.4	32.4	10.7	11.3	62.7	49.7	.....	8.20	26.50-30.50
58—Lethbridge.....	28.6	44.0	32.3	10.1	.....	61.4	51.8	.....	8.35	25.00-29.00
British Columbia—										
59—Nanaimo.....	28.6	36.7	31.1	9.9	10.7	62.7	49.9	.....	.....	19.00-23.00
60—New Westminster.....	26.7	35.1	30.4	9.2	9.4	57.3	49.8	.....	17.05	21.50-25.50
61—Prince Rupert.....	30.3	37.1	34.2	10.4	10.5	65.0	50.9	.....	19.25	21.00-25.00
62—Trail.....	29.0	41.0	33.3	10.1	10.4	59.4	50.1	.....	15.63	23.50-27.50
63—Vancouver.....	26.7	34.3	29.5	9.3	9.3	59.4	48.9	.....	17.03	27.00-31.00
64—Victoria.....	28.3	37.6	29.3	10.0	9.8	60.3	49.7	.....	18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone-in.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

SOURCE: Dominion Bureau of Statistics

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Apr. 1948	Feb. 1949	Mar. 1949	Apr. 1949
All commodities.	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	148.9	158.1	157.6	157.5
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	132.5	137.0	136.0	140.3
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	160.6	168.4	167.7	167.2
III. Fibres, Textiles and Textile Products.....	58.2	127.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	155.8	162.4	162.4	162.3
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	181.3	191.1	191.9	189.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	154.2	171.0	171.6	171.5
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	141.7	166.2	161.6	149.0
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	107.0	84.4	85.3	95.2	102.0	114.5	133.5	131.1	138.0	137.9	136.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	95.9	99.4	107.9	120.1	115.3	128.6	127.4	125.2
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	138.4	142.8	142.7	143.6
Foods, Beverages and Tobacco.....	61.8	119.0	160.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	148.9	151.9	151.5	154.5
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	131.4	136.8	136.9	136.4
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	85.6	100.7	129.3	153.9	147.5	161.1	160.6	160.3
Producers' Equipment.....	56.1	81.9	108.6	104.1	94.6	86.9	95.4	105.7	118.1	133.1	155.7	150.1	163.6	163.7	163.4
Producers' Materials.....	69.1	139.9	171.0	108.2	96.3	80.9	87.1	97.1	108.2	158.9	187.7	182.1	200.8	200.3	199.4
Building and Construction Materials.....	67.0	100.7	118.6	108.2	99.0	75.3	82.7	101.3	127.3	163.9	193.7	188.6	203.3	203.4	203.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.3	63.9	76.6	93.8	122.5	146.6	140.1	153.4	152.6	152.4
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	150.0	161.1	161.7	160.8
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	138.1	142.1	140.9	142.0
*Canadian Farm Products—															
Field.....	56.4	132.0	166.5	91.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	136.5	125.3	124.8	126.1
Animal.....	77.0	133.6	150.8	89.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	187.6	178.3	180.9	183.5
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	148.1	145.1	145.8	147.6

The indexes for 1949, are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzer-land	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Federal Labour Department	Cost of Living	Cost of Census Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
	1935-39	1935-39	Mexico City	630	105	Paris	1938	1935	June, 1914	Cairo	9 Towns	6 Capital Cities	25 Towns
Localities:													
Base Period:			1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug. 1939	1938	1936-39 = 1000	Dec. 1942 = 1000
1913	(a)	(b)		(b)	(l)				(c)			(d)	(e)
1914	70.1	70.7		100					100		81.4		628
1915	70.1	71.8		(g) 123							83.5		676
1916	80.7	72.5		(f) 146							90.8		724
1917	87.0	77.9		(f) 176							99.6		786
1918	102.4	107.5		(f) 203					204		117.7		890
1919	115.6	123.8		(f) 215					222		122.2		912
1920	126.5	143.0		(f) 240					224		145.8		1019
1921	145.4	143.0		(f) 283					264		164		1059
1922	120.4	119.7		(f) 189					119.4		110.1		862
1926	121.8	126.4		(f) 172	155				162	125	106.3		1010
1929	121.7	122.5		(f) 164	176				161	118	108.6		1000
1933	94.4	92.4		(f) 140	151				131	99	93.2		795
1939	101.5	99.4	100.0	(f) 158	178	108		(h)	138	103	99.9	1029	696
1941	104.4	105.2	104.4	(f) 199	226	150		138	174	134	108.2	1111	1073
1942	117.0	116.5	121.0	(f) 200	250	175		149	193	188	117.3	1176	
1943	118.4	123.6	158.5	(f) 199	282	220		152	203	242	124.4	1267	1002
1944	159.1	125.5	199.1	(f) 201	295	285		151	207	279	128.8	1270	1003
1945	128.4	128.4	213.5	(f) 203	333	333		151	209	293	132.2	1270	1004
1946	133.6	139.3	266.7	(f) 203	291	645		152	208	287	134.1	1278	1008
1947	135.5	159.2	300.3	(f) 203	1030	1030	4575	156	217	279	137.7	1309	1039
1948	155.0	171.2	318.9	(f) 108	99		4847	165	224	281	147.7	1392	1105
February	167.5	167.5	311.7	106	99	1519	4791		224	223	142.4		
March	160.8	166.9	313.1	106	99	1499	4919	163	223	223	144.5	1407	1103
April	151.6	169.3	313.4	108		1499	4937		223	223	145.1		
May	133.3	170.5	314.2	108	100	1511	4875		223	281	146.7		
June	154.3	171.7	314.5	110		1529	4874	164	224	281	148.5	1441	1110
July	166.9	173.7	322.3	108		1528	4601		223	280	150.1		
August	157.5	174.5	327.4	108	99	1670	4792		223	280	149.4		
September	138.9	174.5	327.0	108		1783	4910	166	223	280	151.2	1479	1098
October	159.6	173.6	325.6	108		1844	4838		223	279	151.8		
November	159.6	172.2	327.1	109	99	1870	4870		226		151.3		
December	158.9	171.4	325.7	109		1887	4913		223		150.2		
1949-January	159.6	170.9	324.9	109		1935	4985	166	224		151.2	1512	1107
February	159.5	169.0		109		1857							
March	150.2	169.5		109		1781			222				
April	159.3												
May	159.5	169.7		109									

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1936-30-1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914-100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Without taxes. (l) Annual averages are on base July, 1914-100. (m) Average June-December.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1948-1949†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10‡	10	1,811‡	1,811	9,700	-01
February.....	6	9	6,711	7,235	71,732	-09
March.....	8	10	1,228	5,978	135,725	-17
April.....	9	18	785	7,877	139,500	-17
May.....	15	23	4,028	10,540	174,150	-22
Cumulative totals.....	48		14,563		530,807	-13
1948						
January.....	19‡	19	12,729‡	12,729	135,835	-17
February.....	8	14	1,858	11,058	140,130	-17
March.....	9	15	1,360	3,845	57,133	-07
April.....	12	18	2,152	4,678	51,269	-06
May.....	13	22	1,157	3,204	39,754	-05
Cumulative totals.....	61		19,256		424,121	-10

* Preliminary figures.

‡ Strikes untermi-nated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1949 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May, 1949				
MINING—				
Asbestos miners, mill-work- ers, etc., Asbestos, Black Lake, Coleraine, Norbestos, Thetford Mines, P.Q.	10	4,650	120,000	Commenced February 14; for a new agreement providing for increased wages, elimination of asbestos dust welfare and pension plan, extension of vacations with pay, pay for nine statutory holidays, following reference to provincial conciliation; untermi-nated.
Fluorspar mine workers, St. Lawrence, Nfld.	1	120	3,000	Commenced April 26; protesting reduction of 2 cents per hour in cost-of-living bonus; untermi-nated.
MANUFACTURING—				
Textiles, Clothing, etc.— Hosiery factory workers, Plessisville, P.Q.	1	67	1,600	Commenced April 1; for a new agree-ment providing for increased wages and reduced hours, untermi-nated.
Metal Products— Metal factory workers, Watford, Ont.	1	123	3,000	Commenced April 12: for a union agreement providing for increased wages, time and one-half after 48 hours, pay for four sta-tutory holi-days, etc., following reference to conciliation board; untermi-nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May, 1949				
MANUFACTURING— Non-Metallic Minerals, Chemi- cals, etc.— Optical lens factory work- ers, Edmonton, Alta.	1	11	280	Commenced April 9; for union recog- nition and agreement providing for increased wages following reference to arbitration board; untermiated.
Miscellaneous Products— Stencil factory workers, Vancouver, B.C.	1	9	200	Commenced March 26; for a new agreement providing for increased wages and reduced hours, following reference to arbitration and concili- ation board; untermiated.
TRANSPORTATION— Water— Seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports.	⁽⁸⁾ 58	⁽⁸⁾ 1,500	⁽⁸⁾ 12,000	Commenced March 22; for a union agreement providing for increased wages, reduced hours, changes in working conditions, preferential hiring arrangements, etc., following reference to conciliation board; untermiated.
SERVICE— Business and Personal— Laundry and dry cleaning plant workers, Moose Jaw, Sask.	1	32	320	Commenced April 29; protest against dismissal of six workers for alleged slow-down, following refusal of demands for increased wages; terminated May 12; conciliation, provincial; reinstatement of six workers and compromise on wage increases.
Strikes and Lockouts Commencing During May, 1949				
MANUFACTURING— Animal Foods— Fish packers, Harbour Grace, Nfld.	1	200	600	Commenced May 12; for union recognition and agreement providing for increased wages, over- time rates, union shop, etc; termi- nated May 14; negotiations; in favour of workers.
Boots and Shoes (Leather)— Shoe factory workers, Midland, Ont.	1	41	120	Commenced May 27; for a union agreement providing for increased wages; terminated May 31; negoti- ations; compromise.
Textiles, Clothing, etc.— Clothing factory workers, Montreal, P.Q.	1	30	90	Commenced May 11; for union recognition and agreement providing for increased wages, reduced hours, payment for statutory holi- days, etc.; terminated May 13; negotiations; in favour of workers.
Miscellaneous Wood Products— Sawmill workers, Blairmore, Alta.	1	35	105	Commenced May 6; for increased wages to offset reduction in earnings when hours reduced from 9 to 8 per day to conform with government regulations; terminated May 9; negotiations; compromise.
Metal Products— Motor vehicle factory workers, jitney drivers, Windsor, Ont.	1	⁽³⁾ 20	35	Commenced May 5; protest against job classification for one worker; terminated May 6; return of work- ers pending reference to grievance procedure; indefinite.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During May, 1949				
MANUFACTURING—				
Metal Products—				
Electrical apparatus factory workers, Toronto, Ont.	1	⁽⁴⁾ 383	1,500	Commenced May 19; protest against dismissal of six workers for refusal to work overtime; terminated May 24; return of workers pending reference to arbitration board; indefinite.
Motor vehicle factory work- ers, door hangers, Windsor, Ont.	1	⁽⁵⁾ 20	20	Commenced May 25; protest against alleged speed-up; terminated May 25; return of workers pending reference to grievance procedure indefinite.
Metal factory workers, Hamilton, Ont.	1	⁽⁶⁾ 19	95	Commenced May 25; alleged discrim- ination in dismissal of three workers, and for union recognition and agreement; untermiated.
Railway car factory workers Hamilton, Ont.	1	1,500	5,000	Commenced May 26; for a new agree- ment providing for increased wages retroactive to March 1, 1949, and reduced hours; untermiated.
Baby carriage factory workers, Orillia, Ont.	1	100	1,300	Commenced May 2; alleged discrim- ination in dismissal of 18 workers during union organization of plant; terminated May 16; conciliation, provincial, and return of workers pending reference to arbitration <i>re</i> dismissed workers; indefinite.
Non-Metallic Minerals, Chemi- cals, etc.—				
Crushed stone and cement block factory workers, Ottawa, Ont.	1	50	175	Commenced May 27; for a union agreement providing for increased wages; untermiated.
Miscellaneous Products—				
Ice cream cone factory workers, Hamilton, Ont.	1	30	60	Commenced May 30; alleged discrim- ination in dismissal of one worker and for union recognition; unterm- iated.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters, St. Catharines, Ont.	25	250	3,000	Commenced May 2; for increased vacation pay from 2 to 4 per cent and payment for four statutory holidays; terminated May 17; negotiations, following provincial conciliation; compromise, increase in wages granted.
Labourers, Toronto, Ont.	92	⁽⁷⁾ 1,200	20,000	Commenced May 2; for a union agree- ment with closed shop clause; terminated May 26; conciliation, provincial, and return of workers pending application to Ontario Labour Relations Board for union certification; indefinite.
Carpenters, Glace Bay, New Waterford and Sydney, N.S.	5	150	1,650	Commenced May 16; for a new agree- ment providing for increased wages; untermiated.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incom-
plete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the
date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 2,000 indirectly affected; ⁽⁴⁾ 94 indirectly affected; ⁽⁵⁾ 1,800 indirectly affected; ⁽⁶⁾ 12 indirectly
affected; ⁽⁷⁾ 3,000 indirectly affected.

⁽⁸⁾ Estimated.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1949, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....					4	1			1				6
Working machines.....				3									3
Hoisting apparatus (elevators, conveyors, etc.).....													
Dangerous substances (steam, electricity, flames, explosions, etc.).....	1			2	5	1		3			3		15
Striking against or being struck by objects.....		2			2			1					5
Falling objects.....	2	11		19	9	4	1	1	1		1		49
Handling of objects.....		3		1	5			1				2	12
Tools.....		1											1
Moving trains, vehicles, watercraft, etc.....	1	4	6	10	9	4		28	3		6		71
Animals.....	4	1											5
Falls of persons.....	1	1	1	5	6	9	1	6	2		3		35
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....			1		10	11	2	5	1		3		33
Total, first quarter—1949.....	9	24	7	50	51	21	2	46	7		18		235
Total, first quarter—1948.....	10	40	14	58	63	33	7	62	9	3	24		323

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE FIRST QUARTER OF 1949.

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1		3	4				1		9
Logging.....				2	10		1	4	7		24
Fishing and Trapping.....		1			2				4		7
Mining, Non-ferrous Smelting and Quarrying.....		4	1	12	15			7	9	2	50
Manufacturing.....		1	1	13	26	2	1	1	6		51
Construction.....			1	3	6	1		4	6		21
Electricity, Gas, and Water Production and Supply.....					2						2
Transportation and Public Utilities.....	4	3		6	13	3	2	4	10	1	46
Trade.....				2	2	1	1		1		7
Finance.....											
Service.....				2	9	1	3	1	2		18
Unclassified.....											
Total.....		11	6	43	89	8	8	21	46	3	235

FUNCTIONS OF THE DEPARTMENT OF LABOUR

The Department of Labour of Canada has functioned for forty-nine years as the agency of the Federal Government charged with the administration of labour legislation. During the war the Department's activities were widely expanded. The functions of the principal branches of the Department and agencies associated with it are—

Industrial Relations.—This Branch of the Department is charged with the administration of (1) The Industrial Relations and Disputes Investigation Act providing for appointment of Conciliation Officers, Conciliation Boards and Industrial Inquiry Commissions by the Minister of Labour; (2) The Conciliation and Labour Act, empowering the Minister to enquire into the causes and circumstances of disputes and take measures toward their settlement, and (3) The Fair Wages and Hours of Labour Act, 1935, governing the application of minimum and prevailing rates of pay to all employees of Government contractors and subcontractors. The Branch also makes recommendations concerning the wage rates of prevailing rates employees of the Dominion Government.

This Branch has also assumed from the Industrial Production Co-operation Board the responsibility of developing closer co-operation between labour and management through the establishment of joint production committees and by the dissemination of informational material in visual and printed form.

In addition, the Industrial Relations Branch supplies the officers and staff employed by the Canada Labour Relations Board in administering the Industrial Relations and Disputes Investigation Act with respect to the functions described below.

The office of the Director of Industrial Relations is located in Ottawa and Branch Offices and staff are located at Vancouver, Winnipeg, Toronto, Montreal and Fredericton. Labour-Management Co-operation offices and staff are located at Vancouver, B.C., Winnipeg, Man., Hamilton, London, Windsor, St. Catharines, Kitchener, Toronto, Ont., Montreal, Three Rivers, Que., and Fredericton, N.B.

Canada Labour Relations Board.—The Board, upon which labour and management are represented equally, administers the provisions of the Industrial Relations and Disputes Investigation Act concerning certification of bargaining representatives, establishment of procedures for the final settlement of disputes concerning the meaning or violation of collective agreements, and complaints that there has been a failure to bargain collectively under the Act.

Research and Statistics.—The collection, compilation and publication of statistics of employment, wages, hours, strikes and lockouts, industrial accidents, collective agreements, and labour organization; the conduct of investigational and research work bearing on industrial relations and labour conditions; the publication of bulletins of information on these subjects.

Labour Gazette.—The monthly publication of the LABOUR GAZETTE provides a review of the labour-industrial situation throughout Canada.

Legislation.—Analysis and publication of information concerning all aspects of labour laws in Canada and abroad.

Canadian Vocational Training.—The types of training carried on under Dominion-Provincial co-operation include: training of apprentices; retraining of workers released from employment; training of foremen and supervisors; training of young people and assistance to students.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service.

National Employment Service.—Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for industries and the government service.

Library.—The maintenance of a library of publications on labour and economic subjects.

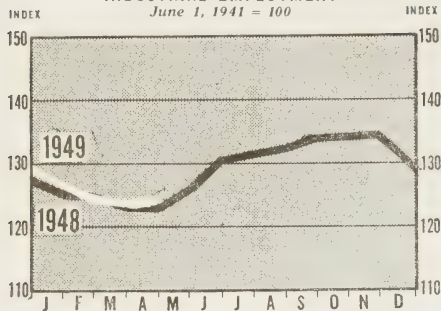
International Labour Organization.—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

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INDUSTRIAL EMPLOYMENT

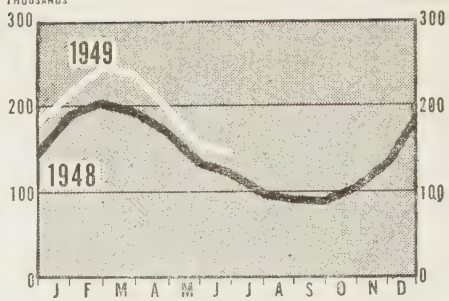
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UNPLACED APPLICANTS

THOUSANDS

THOUSANDS

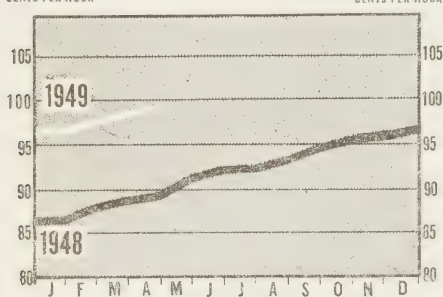


AVERAGE HOURLY EARNINGS

Manufacturing

CENTS PER HOUR

CENTS PER HOUR

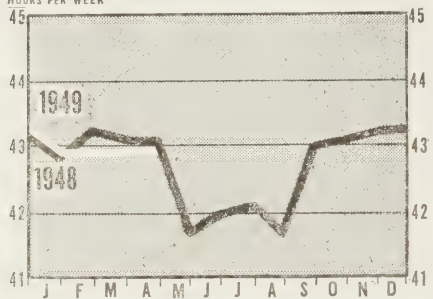


AVERAGE HOURS WORKED

Manufacturing

HOURS PER WEEK

HOURS PER WEEK

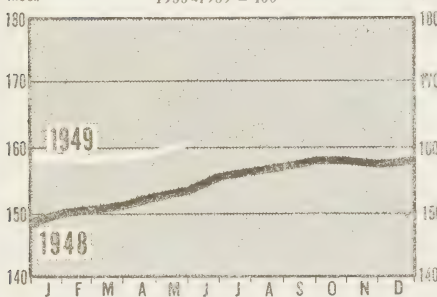


COST OF LIVING

1935-1939 = 100

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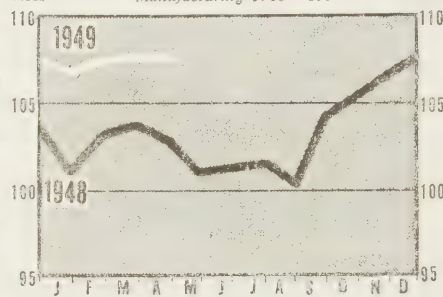


REAL WEEKLY EARNINGS

Manufacturing 1946 = 100

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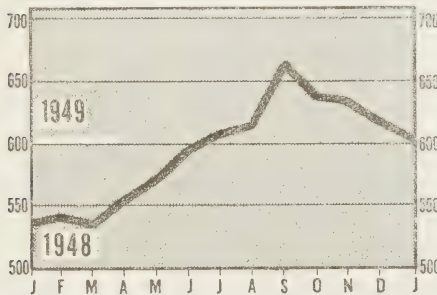
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LABOUR INCOME

MILLIONS

MILLIONS

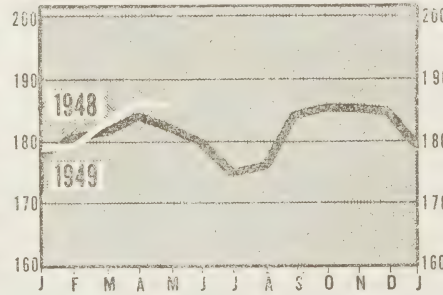


INDUSTRIAL PRODUCTION

1935-1939 = 100

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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

Editor: Harry J. Walker

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Circulation Manager: C. E. St. George

Volume XLIX

Number 8

August, 1949

The Labour Month in Brief

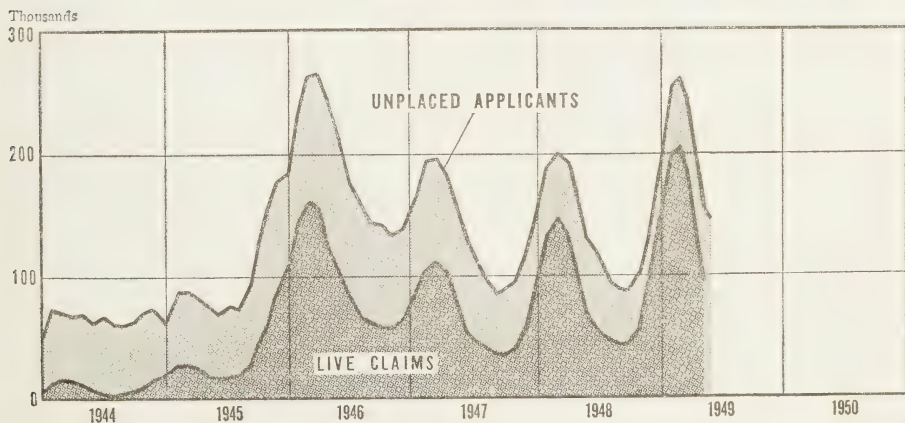
By the third quarter of 1949, the general employment situation in Canada was again very favourable with almost everyone who wanted to work being able to obtain a job. As compared with previous post-war years, however, no serious labour shortages now existed, but rather there were small labour surpluses in a few sections of the country. Once more, well over five million Canadians held jobs during the summer months at rates of pay which had never been exceeded. Seasonal work in agriculture, fishing, food processing, construction, transportation and many service fields was reaching a peak.

While economic conditions in Canada remained strong, however, several developments in other countries of the world were threatening the employment outlook for some of the important Canadian exporting industries. The United Kingdom, as a result of rapidly dwindling dollar reserves, had been forced to cut imports from the dollar area (including Canada) by 25 per cent. Other countries in the sterling area were taking similar action. In the United States, a mild recession was underway which

made it difficult for other countries to maintain their exports to that country and which stimulated competition from American goods in other countries. In addition, ERP appropriations had been cut and purchases of Canadian goods under this program were correspondingly reduced. Behind these developments, was the growing seriousness of the international exchange situation. The uncertainties surrounding the steps which may be taken to meet this problem were making many foreign buyers of Canadian goods hesitant about placing orders at present.

On the whole, however, the Canadian economy has been able to absorb the effects of these unfavourable developments to date without any major disruption. Lay-offs have occurred in some industries (for example those producing farm implements, railway rolling stock, sulphite pulp, and lumber), but expanding seasonal activities have provided jobs for most of the workers thus affected. Some plants have been working short-time, but this practice has not yet become sufficiently widespread to result in any decline in total labour income throughout the country.

UNPLACED APPLICANTS FOR EMPLOYMENT AND CLAIMANTS FOR UNEMPLOYMENT INSURANCE BENEFIT



As yet, Canada's major export commodities have not been appreciably affected by developments in other countries. Exports of wheat and many other foods to the United Kingdom are secured by contract until the middle of 1950. Newsprint and base metal shipments to the United States continue at or near their previous high levels. The influx of tourists to Canada, from the United States, appears to be greater than ever with their total spending likely to establish a new record.

On the whole, therefore, no major deflationary trend has become apparent in Canada, although seasonal unemployment during the coming winter may be somewhat higher than in previous post-war years.

Employment

Employment and payrolls in leading establishments in the major industrial groups showed considerable seasonal expansion throughout Canada at the beginning of June, advance indexes rising to record levels for the time of year, according to preliminary figures released by the Dominion Bureau of Statistics.

The advance index number of employment in Canada, based on 1926 as 100, showed a rise of 2.8 per cent in the month, standing at 194.4, as compared with 189.1 at May 1, and 192.3 a year earlier. The increases, as compared with May, ranged from 3.3 per cent in Nova Scotia and 1.2 per cent in Ontario, to 4.4 per cent in Quebec, 7.8 per cent in Saskatchewan and 8.3 per cent in Prince Edward Island.

The advance index number of payrolls in Canada rose 0.7 per cent as compared with May 1. Reflecting losses in working time on the Victoria and Ascension Day holidays, changes in the industrial distribution of the employees, and reduced working hours in some industries, the advance figure of per capita weekly earnings in the eight leading industries was lower, falling from \$43.18 at May 1, to \$42.31 at June 1, but was higher than last year's figure of \$40.02.

Unemployment throughout Canada continued to decline during June and July, although at a somewhat slower rate due to the influx of thousands of students at this time of the year. Ordinary claims for unemployment insurance benefits fell from 95,800 at the beginning of June to 80,400 at the beginning of July. During the same month the number of unplaced applicants registered at Unemployment Insurance offices fell from 154,900 to 147,200, and this slow decline continued during July. By July 21, 1949 unplaced applicants numbered 143,000.

Industrial Relations

Time loss due to work stoppages arising from industrial disputes in Canada during June, 1949, was 20 per cent less than the figure for the previous month, but considerably above the corresponding figure for 1948.

The strike of asbestos miners and mill-workers in various centres in Quebec, together with the strike of railway car workers at Hamilton, Ontario, accounted for about 84 per cent of the total time loss during the month.

Preliminary figures for June, 1949, showed 27 strikes and lockouts in existence, involving 11,359 workers, with a time loss of 141,084 man-working days, as compared with 23 in May, 1949, with 10,500 workers involved and a time loss of 174,150 days. In June, 1948, there were 29 strikes involving 3,804 workers with a time loss of 34,337 days.

Information was received by the Department of Labour during June that formal notice of demands for wage increases and shorter hours had been made upon the principal railway systems of Canada by fifteen International Railway Unions and by the Canadian Brotherhood of Railway Employees and Other Transport Workers. Discussion between the management of the two major railway systems and the unions involved was scheduled to commence on July 13 and 15.

In regard to the continuing strike by the Canadian Seamen's Union affecting ocean-going East Coast vessels, the Industrial Relations Branch devoted most of its efforts towards securing the lifting of sympathetic strike action by dockworkers against vessels of Canadian registry tied up in ports abroad. Only a few vessels remained immobilized at the time of writing.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 160.5 to 162.1 between June 1 and July 2, the increase being almost entirely due to a rise of 4.3 points in the food index. The advance in foods is in keeping with the seasonal movement normally experienced during this period.

The food index rose from 202.9 to 207.2 as sharp increases in eggs and potatoes combined with smaller advances in other fresh vegetables and meats. Rents were the only other group to show an appreciable change; the index for this group moved from 122.4 to 123.4, reflecting the results of a June rent survey.

NOTES OF CURRENT INTEREST

Ontario Chapter IAPES meets in Ottawa

The fifth annual conference of the Ontario Chapter of the International Association of Public Employment Services was held in Ottawa, June 30 to July 2, 1949.

The primary concern of IAPES is the improvement of public employment service methods so that all workers and employers who use these services shall receive true professional assistance in selecting workers or in selecting jobs, as the case may be.

Over 200 delegates from employment offices throughout the Ontario Region attended the conference in the Chateau Laurier Hotel. Miss Margaret McIrvine, Toronto, President of the Chapter, presided. Mayor E. A. Bourque, of Ottawa, extended the city's welcome and messages of greetings were received from Prime Minister L. S. St. Laurent; Hon. Humphrey Mitchell, Minister of Labour; Hon. M. F. Gregg, Minister of Veterans Affairs; Hon. Paul Martin, Minister of National Health and Welfare; and Commissioners J. G. Bisson, R. J. Tallon and C. A. L. Murchison of the Unemployment Insurance Commission. The international character of the organization was indicated by messages of greetings and good wishes for the success of the conference from President Harry S. Truman, the United States Secretary of Labour, Hon. Maurice J. Tobin, and V. C. Phelan, Director, Canada Branch, International Labour Organization.

Mr. Arthur MacNamara, Deputy Minister of Labour was unable to attend the conference and in his stead Mr. M. M. Maclean, Director, Industrial Relations Branch, Department of Labour, gave the "key-note address" on "A Decade of Employment."

Other speakers and their subjects were: V. C. Phelan, "Employment Service in International Legislation;" C. S. Raper, Toronto, "Human Engineering;" Dr. E. P. Laberge, Ottawa, "Employment Security;" S. H. McLaren, Ottawa, "Canada's Employment Service." R. J. Tallon, Commissioner, Unemployment Insurance Commission and B. G. Sullivan, Immediate Past President, IAPES, were guest speakers at the luncheon meetings.

Panel discussions on "Modern Trends of Social Insurance" were led by R. G. Barclay, Director of Unemployment Insurance; D. J. Macdonnell, Chief Coverage Officer, UIC; A. D. Watson, Consulting Actuary, UIC; and Dr. G. F. Davidson, Deputy Minister of Welfare.

The discussions on "Levelling off Seasonal Employment Peaks" were led by W. K. Rutherford, Director, Employment Service, UIC; A. C. Thompson, Assistant Manager, Legal Department, Canadian Manufacturers' Association; Pat Conroy, Secretary, Canadian Congress of Labour and G. Haythorne, Director, Research and Statistics Branch, Department of Labour.

The following is the new executive: Past President, Miss Margaret McIrvine, Toronto; President, W. Ramsay, Kirkland Lake; First Vice-President, Lloyd Merrill, Toronto; Second Vice-President, O. L. Boudreau, Ottawa; Secretary, Horace Ovenden, Welland; Treasurer, Harold Dann, North Bay.

An invitation to hold the next annual conference at North Bay was referred to the incoming executive for consideration.

Occupational monographs issued by Department of Labour

To meet a growing demand for specific information on Canadian occupations, the Department of Labour has prepared a series of booklets and pamphlets, the first of which was issued in July.

These publications will be of interest to Canadian youth facing the problem of choosing a life occupation, to parents, teachers, employment service officers, and all others interested in guiding youth into the right avenues of employment as well as to workers and trade union officials.

Initially, the series will consist of monographs describing in detail seven of the trades of the construction industry. Folders covering the subjects briefly in English and French will be included.

Plans are under way to cover a wide field of other skilled occupations and professions. A booklet dealing with 16 professional occupations in national science and engineering is nearing completion and several other booklets and folders are in advanced stages of preparation.

Assistance in the preparation of the booklets has been given by the Unemployment Insurance Commission, the Canadian Vocational Training Branch of the Department and provincial Departments of Education and Labour. The material is being compiled by the Economics and Research Branch of the Federal Department of Labour.

Applications for any or all of these publications may be made to the Department of Labour, Ottawa.

**Institute
raises
standard
of textile
industry**

The Provincial Institute of Textiles (L.G., 1946, pp. 863 and 1371; 1947, p. 1189), established by the Ontario Government at Hamilton in 1946, continues to provide a source of trained technical

personnel for the highly-important textile industry of Ontario. According to the Second Annual Report of the Advisory Committee, appreciable gains have been made during the past year, in the installation of new equipment, and the development of courses of study, while enrolment figures have been maintained at high levels.

Over two hundred students attended last year's night classes. These offer a variety of subjects designed to give the textile workers a better understanding of the technical aspects of their day-to-day work.

Enrolment in the full-time, three-year day courses has as yet failed to reach the proposed objective of an annual intake of between 30 and 40 new students. These courses provide a specialized technical education in one or other of the major phases of textile manufacturing, plus a general knowledge of related fields.

From its inception, the Institute has benefited from the active support of leading textile firms and associations. The contributions of these firms during 1948-49, amounting to well over \$760,000, have made it possible to install new equipment in the school. In addition, an increasing number of manufacturers are offering scholarships and bursaries for full-time students.

It is expected that the teaching staff, under Principal C. C. Ashcroft, will be augmented before the beginning of the new term in September.

**Annual
Report of
Unemploy-
ment
Insurance
Commission**

Evidence that Canadian employers and workers are becoming increasingly appreciative of the service rendered by the National Employment Service is provided in the eighth Annual Report of the Unemploy-

ment Insurance Commission. The report, which was issued at the end of June, states that employers listed a total of 1,149,707 openings for employment with the 298 local offices of the NES during the fiscal year 1948-49. Of these, "all but a very small percentage" were filled. Those that were not filled were in special classes, or were registered during times when labour was in short supply.

It is stated that during the periods of greatest seasonal contraction the number of displaced applicants registered in local NES offices constituted slightly more than four

per cent of the total labour force of 5,042,000. The areas of greatest seasonal unemployment during the year were in the Maritime provinces and British Columbia, but the overall employment situation reflected general industrial activity.

The report points out that employment in the building and construction trades "reached a record high point." Immigrants from Britain and Europe and the more efficient training of apprentices relieved shortages of workers in industrial establishments and the construction industry, as well as in agriculture and mining.

Attention is drawn to the advantage of a national employment service which provides a "clearance" system for workers. Through it, shortages of labour in any one region may be relieved by moving workers from areas where surpluses exist. During the year, some 12,000 workers were thus transferred within the Dominion to industrial, farm, woods, and other employments—some of them over distances of 1,500 miles.

Through its special placement facilities, the Employment Service found jobs for more than 13,600 handicapped workers, about 6,000 of whom were disabled ex-service men and women.

During the fiscal year the Unemployment Insurance fund was increased by contributions from employers, workers, the government and interest on investments, etc., by over \$131,627,000. The total benefit paid unemployed workers exceeded \$49,826,000.

**Canada
Year Book,
1948-49**

In June, the Dominion Bureau of Statistics issued the 1948-49 edition of the *Canada Year Book*. The new volume extends to 1,300

pages and is illustrated by 11 maps and 43 diagrams.

First published in 1867, the *Year Book* is the official statistical annual of Canada, and contains up-to-date information on the natural resources of the Dominion and their development; the history of the country; its institutions, demography, production, trade, transportation; national accounts and public finance; national health and welfare; education; labour and other subjects. Within the limits of a single volume, it is a comprehensive study of the social and economic conditions of the Dominion.

In addition to the regular material contained in its 32 chapters, the 1948-49 edition includes special articles dealing with the physical geography of the Canadian western Arctic, the climate of Canada, the contribution to science made by the Dominion Astrophysical Observatory, and the chemical industry in Canada.

Also included are a statistical summary of Canada for the years 1871-1948, a calendar of events for 1948, a directory of sources of official information, a list of official appointments, and legislation of the third session of the twentieth parliament.

Cloth-bound copies of the *Canada Year Book* can be obtained from the King's Printer, Ottawa, at \$2 per copy. A limited number of paper-bound copies have been set aside for ministers of religion, *bona fide* students and school teachers, who may obtain such copies at the price of \$1 per copy. Applications for paper-bound copies must be forwarded with remittance to the Dominion Statistician, Dominion Bureau of Statistics, Ottawa.

Labour-management co-operation extended in Great Britain

The scope of mutual co-operation between British labour and management has been extended to include the country's transport system, which recently came under public ownership.

Highly representative in nature, the council strives to effect consultation on the basis of equality rather than on the basis of employer-employee. Although possessing no executive powers, it can do much to clarify problems arising from the administration of the industry.

Members of the council include, on behalf of management, six representatives of the Transport Commission, set up under the Transport Act, and delegates from the five "executives" which supervise the operations of the British transport industry. Railways, docks and inland waterways, road transport, London transport and hotels comprise this system. On the labour panel are representatives from Britain's three railway unions (involving 614,000 members), from the Transport and General Workers' Union (approximately 1,500,000 members), and from the Confederation of Engineering and Shipbuilding Unions (covering 37 unions and 1,750,000 members).

All matters concerned with the operation of this basic national service will come within the jurisdiction of the council, with the exception of wages and conditions of agreement between management and labour and other matters subject to consideration by a statutory committee on nationalization.

It is pointed out in *Labour and Industry*, an official publication of the British Information Services, that in the new relationship the unions are not sacrificing any of their independence but, rather, are entering into closer contact with the authority which controls the transport service.

Consultative bodies of a similar nature have been introduced in the other national-

ized industries: mining, electricity and gas. This has been accomplished with the assistance of the Government as a means of promoting harmony and efficiency throughout British industry coming under government supervision.

Workers' education advances at Oxford University

Ruskin College, Oxford, reputed to be "the oldest residential adult college designed for working-class students," celebrated the fiftieth anniversary of its establishment in May. The

New Statesman and Nation, in an appraisal of the work done by the college, points out that it was designed to be the first of a series of similar institutions to be set up throughout England. Subsequently, however, the Workers' Educational Association established local educational courses in industrial centres which met much of the need that inspired the founders of Ruskin, leaving the latter to concentrate on its residential and correspondence courses. It is stated that "for many years Ruskin students sat, with an excellent record of success, for the University (Oxford) Diploma in Economics and Political Science." In addition, "not a few have gained University scholarships from Ruskin and have done well in full degree courses."

The college has outgrown its class-room accommodation and is conducting a Jubilee campaign for funds for new buildings, a larger staff and more scholarships. The British Trades Union Congress and some of the larger unions have, it is said, "already made a handsome response . . . Ruskin . . . (has) been generally accepted as an institution that seeks, not to indoctrinate its students with any particular brand of socialism, but to help them to think clearly for themselves."

Rutgers conducts courses in labour relations

Created by the New Jersey State legislature to foster harmony and co-operation between management and labour, the Rutgers Institute of Management and Labour has within the past two

years, conducted 243 classes in 20 different subjects. The first published report of the Institute states that more than 4,000 persons were enrolled in the classes and some 12,600 attended the film and discussion forums, during the first 21 months following its establishment.

The report states further, that one of the most difficult problems faced by the Institute has been the organization of classes for the general public. "With little experience available on labour-relations

programs for non-management and non-union people, the Institute experimented extensively with programs and activities attractive to groups made up of teachers, social workers, lawyers, students and others not ordinarily reached in management and labour classes." It is asserted that "the public showed little interest in the technical aspects of labour relations." On the other hand, it was found that discussions on general labour relations issues were very popular.

ILGWU dedicates its third radio station

The call letters of the station include the initials of wartime President, Franklin Delano Roosevelt.

It is the third FM station set up by ILGWU, its predecessors being in the Southern States and on the West coast respectively. It was announced during the dedication ceremonies that the station management was pledged to sell no more than half of its time for commercial programs and that "it will place public service above all else."

The former secretary of the U.S. Treasury, Henry Morgenthau, Jr., in his address at the inaugural ceremonies referred to the late President Roosevelt's "unwavering purpose always to bring capital and labour together." He continued: "I am fearful that as time goes on some are beginning to forget the importance of mutual respect and teamwork. Only if capital and labour continue to work together can we have full employment. Only if we have full employment and full production can America be strong. . . . Only a strong America can overcome the forces that threaten it from within and without."

President William Green (AFL) in his recorded address, asserted that Station WFDR would provide an information service on domestic and world problems that would win the approval of every fair-minded citizen.

New U.S. dictionary defines 22,000 occupations

Approximately 22,000 definitions of occupations common in industry, and more than 40,000 different titles by which these occupations are known, are listed in the new edition of the Dictionary of Occupational Titles of the United States Employment Service,

issued in June. The new dictionary integrates the previous edition, first published in 1939, and later supplements.

Definitions and titles in the newer industries, such as manufacturing of plastics, electrical, radio, and television equipment, and pulp and paper, have replaced the now obsolete and duplicate definitions contained in the first edition. A new method in presenting job definitions eliminates many cross references and thus simplifies the use of the dictionary as an aid in job classification, employment counselling, and placement of workers.

Originally designed to provide a major source to which staff members of the public employment service could turn for essential occupational information, in carrying out employment services for employers and workers, the dictionary is used in coding employers' job openings and classifying them, in coding job applicants' occupational experience, and in reporting various kinds of labour-market information.

Industrial and governmental agencies use it in recruitment and job placement programs, in determining job relationship in advancing persons on the job, and in studying the jobs themselves. It is used also by labour organizations, counselling agencies, schools and colleges, foreign governments, and individuals.

First NLRB decisions on inter-union boycotts

The National Labour Relations Board has made "determinations" in the first three cases coming to it under the so-called "jurisdictional dispute" provisions of the Taft-Hartley Act.

In the opinions, a majority of the Board carefully distinguished these "determinations of dispute" from its "decisions and orders" in unfair-labour-practice cases and its "certifications" in representation cases.

Criteria upon which the majority of the Board made the determinations in these cases were:—

- (1) The history and pattern of collective bargaining between the employer and the unions involved;
- (2) any contractual relations between the parties and the validity of any contracts bearing upon the dispute;
- and (3) whether or not the union or unions involved have any status as bargaining representative for the employees performing the work in question.

Inter-union "jurisdictional" disputes come to the Board for determination only after an unfair-labour-practice charge of engaging in a jurisdictional dispute has been filed against one or more unions under section 8 (b) (4) (D) of the Act.

The first case involved Lodge 68 of the International Association of Machinists and Local 1304 of the United Steelworkers of America (CIO) concerning machinists' work at the Moore Drydock Co., San Francisco. Both unions had had closed-shop contracts covering the same work for nearly 10 years, but members of Local 1304 had been doing it. The company filed a charge accusing the IAM of engaging in an illegal jurisdictional dispute when the IAM set up a picket line, January 28, 1948, to "enforce" the contract.

On the basis of a majority opinion, the Board issued a "determination of the dispute," which held that, after July 1, 1948, when the steelworkers' last valid closed-shop contract expired, neither union was "lawfully entitled to force or require Moore Drydock Co., San Francisco, Calif., to assign machinists' work to their members rather than to members of any other labour organizations."

The second case involved the International Woodworkers of America and the International Longshoremen's and Warehousemen's Union, both affiliated with the CIO. The controversy centred on barge-loading work which IWA members were doing at a lumber mill of the Juneau Spruce Corp., in Alaska. The Board disallowed the ILWU's claim to the work.

In this case, the majority found that "the ILWU neither represented any of the company's employees nor had any certification, or contractual or other lawful basis upon which to predicate a right to the assignment of these particular work tasks."

In response to an ILWU claim that it was entitled to the work because of the "tradition and custom" of the industry, the majority said: "We find it unnecessary to consider the so-called tradition or custom alleged with respect to such work tasks. It is apparent from the record that the company has assigned the work to its own employees. . . . In the instant case, where a union, with no bargaining or any representative status, made demands on a company for the assignment of work to its members to the exclusion of the company's own employees, the question of tradition or custom in the industry is irrelevant."

In the third case, the Board denied the claims of the National Union of Marine Cooks and Stewards (CIO) and the Pacific Coast Firemen, Oilers, Watertenders and Wipers Association (unaffiliated) to six crew positions on a ship whose crew was being represented by the Sailors Union of the Pacific (AFL).

Increasing role of labour in European recovery

Economic Co-operation Administrator, as commenting when releasing a report made to him by his labour advisers.

"At the end of the first year it is possible to report that labour participation is not only substantial, but has been increasing within the ERP," the report states. "This is indeed a healthy omen for the success of the program."

The significance of labour's role in the ERP is twofold, it is pointed out.

"First, it means that our political and economic statesmen recognize the contribution labour can make to international problems. That recognition has taken the form of providing labour a direct voice in the operation of ERP.

"Secondly, the ERP has provided the medium through which the international solidarity of the free trade unions can be more effectively achieved. The responsibility and degree of co-operation thus attained under the ERP will reap benefits, in terms of international understanding and peace, lasting far beyond the existence of the Marshall Plan."

When the Economic Co-operation Administrator commenced operations in the spring of 1948, the staffing pattern provided for labour advisers in the offices of the Washington and Paris headquarters, and in country missions, it is stated. In addition, three labour members out of a total of twelve now serve on ECA's public Advisory Board.

Trade unionists from the participating countries and the United States have created an international body to safeguard the interests of workers in the operation of ERP, the report discloses. This group, known as the ERP Trade Union Advisory Committee, was recognized last December by the Organization for European Economic Co-operation as the body to be consulted on questions directly affecting workers.

Freedom of Labour in United States An illustrated book designed primarily for foreign trade-unionists, *The Gift of Freedom*, has recently been issued by the Bureau of Labour Statistics of the U.S. Department of Labour. Subjects discussed include workers' employment characteristics; basis of American living standards; what wages will buy in terms of an hour's work; family

incomes and levels of living; working conditions and labour legislation; and the development of civil liberties.

"The Labour Movement in America" is the title of one chapter, which gives a brief outline of the history and structure of trade unions, discusses recent trends in labour policy, and describes unions in action. "American trade unions," it states, "are characterized by their freedom and their economic power. By these attributes they symbolize the free social and economic system in which they function. A free union is one which is controlled exclusively by the will of its members. It is not dominated by employers, by a political party, or by the Government. This tradition of independence is as old as the American labour movement which, in turn, is about as old as the Nation."

The Gift of Freedom also discusses the political and spiritual climate in which workers live. Describing America as "an inheritor and protector of world liberty," it weighs the success of the American system on three scales: (1) whether workers prosper as the economy as a whole prospers; (2) the flexibility of the American economy in permitting "freedom of movement, choice, conscience, and opportunity"; and (3) the progressive improvement of the status and influence of the worker.

Employment outlook for engineers in the U.S.A.

A recent bulletin from the Bureau of Labour Statistics of the U.S. Department of Labour analyzes the present employment situation of the engineering profession in the United States and estimates the supply of and demand for engineers during the next decade.

Engineering is one of the most rapidly growing professions in the United States. The number of engineers increased nearly tenfold between 1890 and 1940; and since 1940, up until the spring of 1948, the profession has multiplied by 38 per cent, the figure now standing at approximately 350,000. Furthermore, assuming that high levels of general business activity will be maintained, and that the United States will not be engaged in a major war within the next decade, it is estimated that total employment in the major industries using engineers, will continue its long-term rise. This would mean a total engineering employment of 450,000 by 1960, or an average expansion of 8,000 jobs per year from 1948 to 1960.

In addition to the need for engineers arising out of the expected growth of the profession, it is estimated that replacement needs for engineers leaving the profession

because of death, retirement or transfer to other occupations, will approximate 9,000 or 10,000 a year during the next few years, and 13,000 a year toward the end of the 1950-60 decade.

In total then, the demand for engineering graduates in the United States is forecast as numbering approximately 17,000 or 18,000 annually for the next several years, the figure rising toward the end of the decade to around 21,000 or 22,000 a year.

A review of trends in the supply of graduate engineers shows an amazing increase in recent years as compared to the 1930's when average annual graduation figures were just over 10,000. In the academic year 1947-48, some 32,000 engineering students were graduated, and it is expected that about 41,000 will be graduated in 1949, and more than 47,000 in 1950. Solely on the basis of past trends, it can be estimated that the number of engineering degrees awarded may decline to 18,000 in 1956, and then rise gradually to at least 25,000 in 1965.

The bulletin indicates that a comparison of the estimated supply of and demand for engineering graduates leads to the conclusion that the number of graduates will greatly exceed the number of engineering job openings in the next few years. After that, if past trends affecting enrolment should continue to operate, the annual demand for graduates and the supply of new graduates would roughly balance.

This conclusion, the bulletin points out, indicates for the next few years "an increasingly competitive situation" that will make "great demands on the student's ability and perseverance." This "may give pause to the marginal student, but should not be allowed to deter those with real aptitude and realistic interest in engineering."

ILGWU social security in action

The social security and welfare program of the International Ladies Garment Workers Union, AFL, has been expanded to include vacation pay and retirement pensions. A total of \$5,450,000 has been paid to workers in dress factories in New York city, Connecticut, and New Jersey. In addition the 85,000 members of the Dress Joint Board, ILGWU, will have a lifetime pension of \$50 a month supplementing the Federal old age pension.

Cheques amounting to \$2,700,000 were distributed to members of the Dress Joint Board in the metropolitan area. In Long Island, New Jersey and Connecticut 45,000 of the Cloak Joint Board received cheques totalling \$2,750,000.

Vacation payments are made by an employer-financed welfare fund. Because of the labour turnover in the industry, a central record of each worker's employment is kept. Thus a worker may qualify for vacation pay if he has worked for the year in spite of the fact that he may have moved frequently from one factory to another.

Another aspect of the welfare program of the dressmakers, New York's largest industry, went into effect when 988 elderly dressmakers received retirement pension. By the terms of a collective bargaining agreement with employer associations, a joint union-industry committee administers the pension system. The industry's committee chairman is authorized to break any deadlock.

The financing of the retirement fund is accomplished by a one per cent tax on payrolls. By May 1, 1949, a total of \$3,368,836 had been accumulated.

New York newspaper reports state that eligibility for the pension requires a worker to be in good standing for eleven years since 1933 and consecutively for the last five years. If he returns to the dress industry, he loses the allotment. If he becomes employed in another industry, his earnings may not exceed the amount prescribed under the Social Security Act pension eligibility rules.

At a special ceremony, ILGWU President Dubinsky declared that "if you look back upon the benefits won through collective bargaining in our industry, what appeared just as an additional cost has turned out shortly thereafter to be a factor in reducing industry costs."

Labour share in cost of housing construction

The May, 1949 issue of the U.S. Department of Labour, *Monthly Labour Review* has a timely article on the labour share in construction cost of new housing in 18 industrial areas of the United States. According to the Bureau of Labour Statistics, the payroll share remained fairly stable, ranging from 32 to 38 per cent of total construction costs in the period 1932 to 1947. On large-scale low-cost projects the labour share of total costs was of

course higher than on small-scale high-cost projects, but in 1946-47 the average labour rate was about one-third of total construction costs.

Average hourly earnings in the industry were naturally considerably higher in 1947 than in 1932; in the more recent year they were \$1.63 on the housing projects surveyed. Material and other costs however rose in about the same proportion during this 15-year period.

The average number of man-hours used in building one housing unit for all areas surveyed was 1,465. This varied in different parts of the country, and the range was even wider according to the price of the house. For all areas the average number of man-hours in houses costing under \$5,000 was 1,150, in houses costing \$5,000 to \$10,000 it was 1,410, and in houses costing over \$10,000 it was 2,190.

The labour share of total costs, it was found, declines considerably as the unit cost rises. For all housing units, the average payroll was \$2,385. For houses costing under \$5,000, the average payroll was \$1,650, for houses costing \$5,000 to \$10,000 it was \$2,325, and for houses costing over \$10,000 it was \$3,555. While man-hour requirements on larger housing units were higher, proportionate labour costs on these units were lower due to the use of more unskilled workers for routine construction, and the use of better quality materials and equipment.

New labour organization to oppose Communist WFTU

Reports from Geneva, published in New York papers state that labour delegates representing 33 countries at the International Labour Organization's June meeting have voted to establish an international labour federation in opposition to the World Federation of Trade Unions, which is Communist-dominated.

AFL and CIO delegations to the ILO Conference are prepared to support the new labour body. Its aims will be to assist unions in undeveloped countries, work for world peace, co-operate with other organizations for the advancement of public welfare, make efforts toward promoting full employment and a high standard of living and to rebuild countries devastated by war.

PROVINCIAL-MUNICIPAL RELATIONS IN PUBLIC WELFARE SERVICES

"Social and economic problems today are no longer the consequences of local conditions but are matters of provincial-wide and Dominion concern," Mr. H. Carl Goldenberg, O.B.E., told the Canadian Welfare Council at their annual meeting held in Montreal on June 1. Mr. Goldenberg was Chairman of the Royal Commission on the finances of Winnipeg in 1938-39, and Royal Commissioner on Provincial-Municipal Relations in British Columbia in 1946-47. The full text of Mr. Goldenberg's address is reproduced below.

The social services as an activity of government are an expansion of the municipal responsibility for the care of the poor and destitute. "Poor relief" is traditionally a function of the municipality in Canada, as in Great Britain and elsewhere. Municipal taxation in England imposed on the occupiers of lands and houses is traced to the Elizabethan Poor Law of 1601. The first assessment act of Nova Scotia, passed in 1763, was entitled "An act to enable the inhabitants of the several townships within this province to maintain their poor." It is clear that the influence of welfare costs on municipal taxation has a long history.

Considering social and economic conditions and, more particularly, the position of municipalities in the early years of the 19th century and at the time of Confederation, it may be said that the responsibility for poor relief, which was the only resort of the needy, was then properly allocated to local government. The municipalities were relatively small self-contained units, while transportation facilities and, therefore, the movement of population were limited. Under the relatively simple economy of the time there was no marked interdependence between local areas. Each local unit looked after its own affairs, and the functions it performed arose in each case out of the particular circumstances and desires of the local community. The services of municipal governments, such as education, roads, and the care of the poor, were considered to be of purely local effect and of little concern to the province as a whole. They were limited and imposed no undue burden on the local taxpayers. For example, poor relief, which meant relief for unemployables, was not a major problem because the country was developing and labour was in scarce rather than in surplus supply. Furthermore, able-bodied persons who did

not prosper in their own locality could always leave and pioneer in new communities.

With industrial development and the accompanying social and economic changes, poor relief in course of time expanded to include many other services such as health services and hospitalization, children's aid, and, following more directly from the obligation to care for the indigent, the relief of able-bodied unemployed. The expansion in inter-municipal, inter-provincial and foreign trade and the rise of mass production and specialization, diminished the self-sufficiency of local areas. Local unemployment began to be affected on a larger scale by province-wide and nation-wide conditions and became a matter of more than local concern. As local social and economic problems assumed larger proportions and acquired a wider significance, the public welfare services necessary to meet these problems likewise tended to become in varying degree matters of provincial and national concern. There has, therefore, been a continual increase in provincial regulation of social services and in participation by the Dominion and the provinces in financing welfare services. Failing such participation by the Dominion and the provinces, these services could not have expanded to meet the needs of the times, since the municipalities could not finance the burden nor, in any event, could some of the services be provided efficiently or satisfactorily at the level of local government.

Constitutionally the responsibility for social welfare in Canada continues to lie with the provinces, which, in turn, delegate a large part of that responsibility to the municipalities. While the municipal contribution remains substantial, social and economic changes and new concepts of the responsibilities of the State for social

welfare have in recent years greatly increased the role of the provinces in this field. They are now the major factor. The pressure of events in the depression years of the nineteen-thirties forced the Dominion Government also to assume a measure of responsibility, particularly in financing unemployment relief. Thus, while the care of the poor and destitute continues to be considered as primarily the responsibility of municipalities, the provinces now share the costs, and certain categories formerly covered by poor relief have, in whole or in large part, been removed therefrom, including the aged over 70, the blind, the widows and dependent children.

The introduction of old age pensions in 1927, financed jointly by the Dominion and the provinces, represented the adoption in a new form of a service which had previously existed in the municipal field as a special aspect of poor relief. Formerly, the care of the indigent aged, chiefly in institutions, constituted a large part of municipal welfare expenditures. For some years after old age pensions were introduced some of the provinces passed on to the municipalities a portion of the provincial share of the costs, but the municipal contribution was gradually decreased and finally abolished. The last municipalities to be relieved of this responsibility were those of Manitoba and Alberta, by legislation enacted in 1949.

In 1937, municipal social service expenditures were further relieved by an amendment to the Old Age Pensions Act which provided for special pensions for blind persons over the age of 40.* The costs are shared by the Dominion and the provinces on the same basis as old age pensions, the Dominion contribution being 75 per cent of the net cost of pensions.

Mothers' allowances, also a specialized form of poor relief, were first introduced in Manitoba in 1916, and are now paid in all provinces. Their purpose is in effect to provide for dependent children where the male wage-earner has died, or, in some provinces, has been incapacitated. The municipalities were originally required to share in the costs but municipal contributions have now been abolished in all provinces except Alberta.

Family allowances, introduced by the Dominion Government in 1944, are now paid to all families with children under 16 years of age, the money to be spent for the maintenance, care and education of the child. The whole cost is borne by the Dominion. This legislation also assists in relieving the social service burden of municipalities.

* Since amended to 21 years.

The costs of the care of neglected and indigent children, whether in orphanages or other institutions or through the home placement activities of Children's Aid Societies, are shared by the provinces, the municipalities, and private charities. The municipality of the child's residence is generally required to pay all or part of a stipulated maintenance fee for each child. The practice varies in different provinces. For example, in New Brunswick and Prince Edward Island a municipal contribution is not mandatory while in Nova Scotia and British Columbia the maintenance fee is shared between the province and the municipality. The provisions for child care and for other welfare services in Quebec differ somewhat from those in the other provinces in that responsibilities are delegated to religious and private welfare agencies, which are assisted by public funds.

There is legislation in all provinces with respect to the establishment of hospitals and providing for the free hospitalization of indigent persons. The major portion of the latter cost is generally paid by the municipality of residence. A statutory duty is imposed on hospitals to accept patients and on municipalities to guarantee payment of public ward charges at a stipulated per diem rate. The proportion of provincial to municipal payments varies in different provinces, but even where the provincial and municipal shares are equal, the municipalities are frequently called upon to subsidize local hospitals by way of special grants.

Municipalities have also been required to make per diem payments for residents who are patients in tuberculosis hospitals, mental hospitals, and other institutions of a similar nature. However, the trend in most provinces has been gradually to relieve the municipalities of this responsibility, the provinces assuming the larger part or the whole of the cost. The treatment of indigent patients in general hospitals remains the field in which the municipalities are obliged to make their greatest proportionate contribution, in so far as hospitalization is concerned, presumably because this falls more clearly within the traditional municipal responsibility for the care of the indigent.

When large-scale unemployment struck Canada in the depression of the nineteen-thirties, it too was considered at the outset as falling within the scope of the municipal responsibility for poor relief. Although poor relief had always meant aid to needy unemployables, it was now expected to provide assistance to able-bodied persons who became unemployed as a result of nation-wide and world-wide economic distress. Since local responsibility for the

poor and destitute was never intended to cover the widespread and involuntary unemployment of able-bodied and normally employed persons, it was inevitable, as the burden of unemployment relief increased, that the major share of the costs would have to be assumed by the provinces and the Dominion. In due course the share of the municipalities was reduced to about 20 per cent, but because of the concentration of unemployment in urban industrial centres, even this was an unduly heavy burden.

Relief Assistance in Canada

While the Dominion Government assumed the major share of the costs of unemployment relief, it did so only by way of exception on the ground that the problem was considered to have become a matter of national concern. At the same time it insisted on maintaining that the constitutional responsibility remained with the municipalities and the provinces. The municipalities therefore continued to administer relief with the result that throughout the depression there was no co-ordinated or carefully planned relief policy in Canada. Relief standards and practices varied considerably between municipalities and provinces, although the problem was clearly a national emergency. Furthermore, since the Dominion and provincial contributions were intended to provide only for employables, the municipalities were tempted to, and in many cases did, include indigent unemployables in this category in order to obtain a larger share of the contributions. Prolonged unemployment in itself transformed previously employable persons into unemployables. The result of the lack of a co-ordinated policy was to confuse the methods of dealing with the new problem of mass unemployment with the traditional methods of poor relief for indigent unemployables.

With the introduction of national unemployment insurance in 1941, full responsibility for unemployment relief reverted to the provinces and the municipalities. The problem ceased to be important during the war years but is now beginning to show its head again in some parts of the country. In the event of a recurrence of unemployment on a large scale, which I do not necessarily anticipate, the operation of the national unemployment insurance system should prove of material benefit in reducing the provincial and municipal load in the initial period. Responsibility for further material relief would ensue both to the provinces and the municipalities if there were introduced a system of national unem-

ployment assistance for employable unemployed persons who have exhausted their benefits or who have no benefits under the Unemployment Insurance Act, as proposed by the Dominion to the provinces at the Dominion-Provincial Conference of 1945. Failing such other provision for the employable unemployed and the recognition of the problem as a national responsibility, the costs of unemployment relief might again become onerous to the provinces and the municipalities in the event of protracted unemployment.

The experience of the depression years and their effects on government finances have led both the provinces and the municipalities, but more particularly the latter, to demand a re-allocation of responsibilities for the social services. Following a survey of public welfare services in Nova Scotia in 1944, Dr. George F. Davidson, now Deputy Minister of Welfare in the Dominion Government recommended as follows:—

It is the recommendation of this survey that the Provincial Government, through its Department of Health and Welfare, should set as its long-range objective the progressive assumption of all administrative and financial responsibilities in the social welfare field; with the single proviso that in selected instances, such as the child welfare or local hospital fields where administration by citizen boards has proven to be desirable, the Provincial authority should encourage the delegation of administrative and some financial responsibility to such soundly established local citizen groups.

There are obvious advantages from the administrative point of view in complete assumption of responsibility by the Province, since Provincial administration will ensure that services will be distributed more evenly over the entire population; while the larger Provincial area of administration will also permit the employment of more specialized personnel to administer these highly intricate programs than can possibly be made available to the local authorities.

From the financial standpoint also provincial revenues . . . are at least more flexible on the Provincial than on the local level: for the local tax structure, as stated in other reports on so many occasions, is tied up entirely with land values, and land taxes bear no logical relationship to social needs or services.

Financial Responsibility

Whether or not it would be desirable to do so, no province has as yet assumed complete financial and administrative responsibility for the social services. Nevertheless, as has been shown, the municipalities have been gradually relieved of certain services by the Dominion and the provinces,

while the latter are assuming varying proportions of other welfare costs. For example:—

1. British Columbia now pays 80 per cent of the cost of general social assistance, covering relief for unemployables, medical care and drugs, nursing-home care and boarding-home care, and for child welfare cases, and also pays 80 per cent of the daily per capita cost for municipal inmates in provincial tuberculosis institutions and infirmaries.

2. Alberta now pays the full cost of providing hospital and medical service for old age pensioners, blind pensioners and recipients of mothers' allowances, and their dependents, and recent legislation enables the Minister of Public Welfare to pay a grant to each municipality not exceeding 60 per cent of the amount paid by the municipality for the maintenance of each indigent person or ward of the Government who is resident in such municipality.

3. Saskatchewan now pays the entire cost of medical treatment and hospitalization of old age and blind pensioners, orphans and deserted children who are wards of the Government, families in receipt of mothers' allowances, and destitute transients, and in addition the Government pays 50 per cent of the cost of food, clothing and shelter furnished by municipalities to needy persons, employable and unemployable, who are the responsibility of the municipality.

4. Manitoba now sets aside an annual sum of \$300,000 for distribution to the municipalities in proportion to their actual expenditures on direct aid and medical relief and on child welfare assistance.

5. Ontario now shares equally with all municipalities the costs of unemployment relief for unemployables, including the costs of clothing, footwear, dental services, fuel, medical services and supplies, shelter, transportation, special home care, and household sundries.

These are trends in the right direction. Social and economic problems today are no longer the consequences of local conditions but are matters of province-wide and Dominion concern. Municipalities can no longer assume the primary responsibility for meeting problems of this nature. Operating within limited jurisdictional powers in a limited geographical area, they are necessarily restricted in the taxes which they can levy, and their tax base lacks the diversity and flexibility of the larger and more powerful units of government. The capacity of different municipal units to finance the necessary services varies widely, but the modern state is interested in maintaining a greater degree of equality in the basic

welfare services provided for its citizens regardless of the municipality in which they reside. Accordingly, in Great Britain, for example, the burden of responsibility for social services has over a period of time been gradually moved to a wider area: first, from the parish to a union of parishes; secondly, to the counties and the county boroughs; and, thirdly, by the National Assistance Act of 1948, to the national government. It is not necessarily suggested that a similar evolution is feasible or desirable in Canada, but it is suggested that a gradual shift of the responsibilities for public welfare services from the municipalities to the provinces, with appropriate action by the Dominion Government, is desirable and inevitable. The implementation of the social security proposals made by the Dominion Government to the provinces at the Dominion-Provincial Conference of 1945 would facilitate the necessary adjustments.

Provincial-Municipal Administration

The purpose of financial readjustments between provinces and their municipalities is primarily to relieve the latter of certain burdens, particularly in matters of more than local concern, but also to make possible the provision of better services to the citizens. This is generally effected either by the transference of certain municipal responsibilities to the provincial government or by the payment of provincial grants to the municipalities to assist them in financing their services. I suggest that no municipal service should be transferred to the provincial government until it has been determined that it is more appropriate to centralized than to local administration. The end is not centralization but the more efficient and satisfactory provision of services to the citizen. Where provincial grants are made and the administration remains with the municipalities, it is both necessary and proper that they be accompanied by provincial controls and that the province prescribe minimum standards of service. It is also necessary for efficient administration and for maintaining the direct responsibility of governments to the citizens that the municipality continue to raise some of the moneys required to finance those services which it administers with the aid of provincial grants.

The force of social and economic pressure will make for further adjustments in provincial-municipal relations in the public welfare services and in other services which are of more than purely local concern.

These adjustments will not be uniform in the different provinces because of differences in resources and income and in provincial traditions. Furthermore, it should not be anticipated that an adjustment made at any one time will be final. Since governmental functions are not static, and since the provinces and the municipalities are in fact parts of the same governmental system, it is not possible to draw a fixed line between their respective functions and to establish their respective responsibilities accordingly on a permanent basis. Periodic readjustments will be required. In making these readjustments it is important that the municipalities consider the possible effects of the transference of important municipal functions to the provinces on their status as the instruments of local self-government,

and, further, that they recognize the fact that the mere shifting of financial responsibilities to the provincial governments will by no means completely relieve the municipal taxpayers since the latter are also directly or indirectly the principal provincial taxpayers. On the other hand, the provinces must accept the fact that the municipalities provide basic services for the bulk of the provincial population and that the satisfactory performance of municipal functions is, therefore, a matter of provincial concern. A proper and equitable allocation of functional and financial responsibilities between these two units of government, with due regard to the resources of each and to the requirements of the services rendered, will best serve to promote the welfare of the citizen.

ILO REPORTS TO THE UNITED NATIONS

A changing emphasis in policy is reflected in the Third Report of the International Labour Organization to the United Nations.

The Report covers the ILO's activities between April, 1948, and February, 1949. It will be considered by the United Nations General Assembly this fall.

The Report recalls that in the past the ILO has concentrated largely on questions of research and the adoption of international standards for labour legislation in the form of Conventions and Recommendations.

However, as demands increased for practical technical assistance in solving manpower problems, the Report notes that the ILO launched an "operational" program in the fields of employment service organization, training and migration.

The need for such a program stems from the lack of skilled workers and technicians, which, according to the Report, continues to obstruct economic development and reconstruction in many parts of the world.

To carry out its manpower program, the Report reveals that the ILO has begun to develop a new type of international official who is qualified to organize and undertake practical technical assistance. It notes that

a team of experts has been organized to deal with European questions of employment service organization, training and migration, and that a group of training experts is just beginning work in Asia. According to the Report, the ILO's manpower activities in Latin America are expected to develop appreciably this year.

The manpower program, the Report says, is a significant development of the type of practical advisory service which the ILO can give to Governments.

"It is no longer sufficient," the report declares, "that international organizations, particularly the ILO, should confine their activities to the formulation of international instruments on which national legislation can be based." The practical experience of international organizations can help Governments undertaking new measures of social policy to establish detailed regulations and administrations to carry out such legislation, according to the Report.

Plans to enlarge the ILO's "operational" activities were among the matters discussed at the 32nd Session of the International Labour Conference, held recently at Geneva. An account of this Conference will appear in next month's *LABOUR GAZETTE*.

POPULATION GROWTH AND IMMIGRATION INTO CANADA

Fundamentally, a Canadian immigration program must be guided by objective economic considerations. At the same time, however, subjective factors cannot be denied, and the attitudes of economic and regional groups within the country must always have a strong influence on periodic changes in policy. On April 22, 1949, at McMaster University, Hamilton, Ontario, some fifty Canadian authorities on various aspects of Canadian population problems convened at a Symposium on Population Growth and Immigration into Canada.¹ The following article is based on the draft summary of the Conference proceedings.

Delving into all phases of the current population-immigration situation in Canada, the Symposium on Population Growth and Immigration into Canada, held at McMaster University on April 21-22, made a notable contribution to the existing information on, and the general understanding of, a subject that is of major importance to the future of this country.

(Since the war, Canada has extended her immigration policy in the general pattern outlined by the then Prime Minister, the Rt. Hon. Mackenzie King, in a speech before the House of Commons, May 1, 1947 (L.G., 1947, p. 644)).

In the course of four study sessions, during which some thirteen papers were presented, a selected group of Canadian authorities analyzed the factual, theoretical policy, and administrative aspects of the present situation and its future potentialities.

Presiding at the various sessions were: Chancellor George P. Gilmour, M.A., Ph.D., AKC, of McMaster University; Gilbert E. Jackson, Esq., OBE, Toronto; W. A. Mather, Esq., President, Canadian Pacific Railway; and B. C. Gardner, Esq., MC, President, The Bank of Montreal.

The Geographical Context: Prof. George H. T. Kimble, MA, Ph.D., AKC, Head of the Department of Geography, McGill University.

Presenting the first paper, Prof. Kimble noted that at present, there are approximately thirteen million people living within

the 3,750,000 square miles of the Dominion—a mean density of three and a half persons per square mile. This in itself, he indicated, does not present an accurate picture of the situation; for roughly half of the population lives within 100 miles of the U.S. border, and a very large percentage of the remainder is to be found inside the 200-mile line.

This means, he noted, that the land beyond the frontier—and the frontier has become stagnant during the last thirty years—is practically uninhabited.

But although frontier lines have become stabilized, there are significant population changes taking place within them. He pointed out that the “pull of Main Street” has resulted in a substantial change in the urban-rural population ratio, and with the exception of the St. Lawrence Lowlands and the coastal region of British Columbia, rural depopulation has been noticeable in all parts of the country. This is particularly true of the grain-growing areas of the three Prairie Provinces, where the economies of industrialized farming techniques would seem to forecast a still further decline in the farming population. “Consequently the population absorptive capacity of the cereal-growing lands of the Dominion is unlikely to be sizeable in the near future.”

In addition, the regional balance is shifting. “Of the five main populous regions of Canada, namely, the Lowlands of the Maritimes, the St. Lawrence Lowlands, the Prairies, and coastal southern British Columbia, only the St. Lawrence and British Columbia regions continue to gain population at a rate equal to or in excess of the national mean.” Currently, British Columbia is gaining at the most rapid rate. This rate it will find difficult to maintain, for available farmland, ordinarily

¹ McMaster University expects to publish, in book-form, the full-length papers and proceedings of the Symposium, possibly early in 1950. A limited number of brochures containing abstracts of the proceedings of the Symposium are still available for distribution. Interested persons can get single copies, without charge, on application to: Gilbert Jackson and Associates, 24½ St. Clair Avenue East, Toronto, Ontario.

an important determinant of population-holding capacity, is not plentiful in British Columbia.

Listed in descending order of environmental desirability, the following regions, according to Professor Kimble, hold the best promise for future Canadian expansion beyond present agricultural frontiers:—

1. The sub-arid areas of southern Alberta and Saskatchewan.
2. The Peace River region.
3. The Clay Belt of northern Ontario and Quebec.
4. The plateaus and valleys of central British Columbia.
5. The Yukon valley.
6. The middle and upper Mackenzie basin.

In dealing with this question, however, he considered that "economic, cultural and political terms are quite as important in the equation of land settlement as purely physical ones." Consequently, the next major movement in the Canadian population pattern is still a matter of speculation.

Immigration: The Economic Background: Miss Betty B. Robinson, M.A., Economics Research Laboratory, McMaster University, dealing with the economic background, observed that the potentialities of Canadian industrial development, and the current general shift from agriculture to secondary and tertiary industries, are such as to give weight to the arguments presented by proponents of a much larger population. She also felt that population trends, including the predicted long-run decline in the rate of growth, tend to back up these arguments.

The gradual ageing of the population, resulting in a rising per capita income as more and more individuals are found in the maximum income age group, may be expected to cause a rising demand for luxury goods as opposed to necessity commodities. This would seem to indicate the development, always associated with the luxury market, of instability in internal demand.

Miss Robinson considered that serious consequences for investment might then be expected, along with lessened resistance to fluctuations in the volume of business. Immigration, Miss Robinson observed, by providing the basis of a secure demand for the necessity industries, would moderate these effects, and lend a general stability to the economy.

But a limiting factor to population growth is to be found in the rate of capital development, and at present, she indicated, this rate can just support the growth by natural increase. However, if the present

rate of capital development can be maintained, and if the predictions of a falling rate of natural increase made by the Dominion Bureau of Statistics hold true, a substantial increment in the annual immigration flow could then be supported.

Meanwhile, occupational requirements must be met. In completing her paper, Miss Robinson pointed out that it would seem "the better part of wisdom to conclude that immigration on any large scale might well proceed with caution, and should be geared to the labour needs of those occupations and regions where an increment to population would serve both the local and the national interest."

French-Canadian Views on Immigration: Senator the Hon. Léon-Mercier Gouin, K.C., LL.D., F.R.S.C., Emeritus Professor of Social Sciences, University of Montreal.

Senator Gouin presented a comprehensive outline of the historical background that has led to recent developments in French-Canadian attitudes on immigration.

From 1919 to 1947, immigration into Canada was more or less negligible, and during that period, he stated, expressions of French-Canadian opinion on the subject are difficult to find. Prior to 1919 however, the basic outlines of this opinion had been well established.

He stated that the arrival of British immigrants in Canada after 1760, and particularly the United Empire Loyalist influx after the American War of Independence, laid the foundations of a French-Canadian protest movement that was to grow in intensity as the years wore on. At the beginning of the present century, the Nationalist leader, Henri Bourassa, began to criticize intensive immigration as a threat to French-Canadian culture and influence, and he was supported by Conservative forces in Quebec.

By 1910, this movement had gained considerable headway, and according to Senator Gouin, "during the general elections of 1911, Laurier's immigration policy contributed very much to alienate him from his native province."

Nationalist opposition to immigration² continued throughout World War I, "even though the tide of immigrants had dwindled to negligible proportions. From 1919 to 1947, immigrants came only in small numbers, and French-Canadian opinion remained quiet during that period."

From 1947 on, he pointed out, a more positive attitude is noticeable. A brief

² Perhaps the best expression of Nationalist immigration doctrine is to be found in a booklet by George Pelletier, published in 1913.

published by La Chambre de Commerce de Montréal in 1947, accepts selective immigration with a few reservations. During 1947 also, the Archbishops and Bishops of Quebec, and the Archbishop of Montreal issued statements in favour of "immigration on compassionate grounds." "But in March and again in November, 1948, the St. Jean Baptiste Society adopted resolutions strongly condemning immigration."

The latest development is mirrored in *Le Devoir*. An article by Mr. Paul Sauriol "reminds French-Canadians not to remain deaf to the appeal of the Sovereign Pontiff in favour of Displaced Persons, particularly orphans." "This attitude," stated Senator Gouin, . . . "shows that the traditional opposition of Nationalists to any immigration is being discarded by the more enlightened elements."

Organized Labour and Immigration Policy: Professor H. A. Logan, Ph.D., FRSC, Department of Political Economy, University of Toronto.

Recalling that immigration has met in the past with resolute opposition from organized labour, Professor Logan implied that since the war, the protest on principle has given way, with a few exceptions, to a general call for caution. The present attitude of labour is best found in the reports and literature of the various congresses, he stated, although among different unions within any one Congress there is probably a wide latitude of opinion on the whole subject.

Like the AFL, the Trades and Labour Congress has always, according to Professor Logan, supported a policy of restriction. In particular, it has condemned immigration advertising and encouragement by employer groups who might stand to profit from an influx of foreign industrial workers. It has called for Dominion responsibility in the field of immigration, with authority centred in the Department of Labour, and with a public employment service providing information and advice. "The effect of TLC influence across the years had doubtless been very important."

Quite apart from its attitude towards immigration, and moved by humanitarian considerations, the Canadian Congress of Labour has recommended that Canada accept her fair share of Displaced Persons. As to immigration policy proper, Professor Logan pointed out that it has called for an emphasis on economic rather than physical capacity to absorb, on markets as well as resources. Calling for a positive regulatory role for government in almost all fields of social welfare, the CCL shows little fear of a *controlled* population intake.

On the other hand, the Canadian and Catholic Confederation of Labour in Quebec, "is probably opposed in principle to immigration, being distinguished for its dislike of Americanization and particularly of international trade union organizers; whereas the aforementioned congresses do not regard the American immigrant as of the essence of the problem."

Although the literature of the congresses makes no reference to the subject, Professor Logan observed that a few individual unions have accepted their share of the national responsibility for assisting the assimilation of immigrant workers, and have built up outstanding records in this regard.

The Outlook for Agriculture: Professor J. E. Lattimer, B.S.A., Ph.D., Chairman, Department Agricultural Economics, Macdonald College, P.Q.

Throughout his paper, Professor Lattimer emphasized that: "The outlook for agriculture in Canada—though somewhat clouded and uncertain—is by no means as dark as it is frequently painted." While "serious difficulties" do exist, he placed four favourable factors under consideration:—

- (a) Canadian surpluses of farm products are not so large as formerly;
- (b) Access to the United States market is easier;
- (c) Export surpluses may be sold "on time" if necessary;
- (d) Imports of non-food supplies may be expanded from those countries that will take our surplus food products.

Because population is now increasing faster than cultivation is being expanded, Professor Lattimer calculated that surpluses of Canadian farm products will be smaller in the future than ever before. Wheat remains "the only surplus of serious and continuing consequences," and there is some hope that the situation will be relieved through a reduction in wheat acreage and the introduction of diversifying crop innovations in the Prairies.

Meanwhile, he considered that easier access to the U.S. market will probably ease the whole situation. Since the United States is presently the leading exporter of wheat, this would not help us to market our major surplus. However, he indicated that other products would benefit directly. Also, if and when ERP dollars run out, the Canadian market will have a strong appeal to the American growers of such surplus products as citrus fruits. "Under such circumstances, there is a chance that 'terms of trade' may even be in our favour."

In selling food on time, it will be difficult to compete with the United States,

and yet "it has been done, and may be done again." Britain will probably be our principal customer in this regard.

Taking all things into account, the present outlook for agriculture is not unfavourable, and since population-holding capacity is dependent in large degree on the condition of agriculture, there would seem to be some support here for a regular immigration intake.

Immigration: The Concern of Industry and Commerce: James S. Duncan, Esq., C.M.G., President, Massey-Harris Co. Ltd.

In October, 1948, the Canadian Chamber of Commerce, meeting in Vancouver, called for "a substantially increased population," and a well-organized, long-range immigration program, to be directed by a separate federal Minister and Department. That, in general, can be taken as the recommendation of Canadian employers.

Mr. Duncan felt that if investment opportunities in Canada are to be maintained, the population must be increased through a proper combination of natural growth and substantial net immigration. Productive capital has been created at an unprecedented rate during the past four years; to use it to full advantage, and to continue in the task of expanding the Canadian frontier, many new hands will be required.

Nothing must be left to chance. Present-day Europe affords an opportunity that we cannot afford to miss for solving the immediate population problems of the Dominion. "This does not imply," he stated, "that we should ever consider—in Canada—a 'wide open door' policy to the world. This Dominion decided long ago that, except in very special cases, immigration from certain oriental, and other countries is not in Canada's best interest. Canadian industry is not interested in cheap labour; it is interested in efficient and productive labour."

A substantial three-fold immigration program is needed, according to Mr. Duncan. In the first place, a competent organization must be established in the British Isles and Continental Europe to screen and select the best types of immigrants, and to facilitate their movement to Canada. Secondly, a co-ordinated research into population patterns and needs must be maintained throughout Canada, to awaken interest in the problems and advantages of immigration. And finally, well-organized reception arrangements should be made in each community to assist in the adjustment of immigrant groups.

Canadian Immigration Policy and Administration: Hugh L. Keenleyside, Esq., MA, Ph.D., LL.D., Deputy Minister of Mines and Resources, Ottawa.

Dr. Keenleyside began with an outline of the present immigration policy of the Canadian Government, quoting at length from the May 1, 1947, speech of the Rt. Hon. Mackenzie King. He then went on to describe the legislative basis which provides the legal authority under which the policy is carried into effect, as follows:—

Immigration into Canada is controlled by the terms of the Immigration Act, and of the regulations and orders made under that Act. It is the regulations and orders—not the Act itself—that define the classes of persons who are admissible; the Act in other words, does not guarantee to anyone the right of admission as an immigrant. On the other hand, the Act does define certain prohibited classes (including persons suffering from some forms of mental or physical ailments, criminals, advocates of violence against organized government, spies, and illiterates).

The three main categories of admissible persons were defined as:—

(1) British subjects from the United Kingdom, New Zealand, Australia, and South Africa; citizens of Ireland; citizens of the United States; and French citizens born in France and entering Canada directly from that country. This is the most favoured group;

(2) Close relatives of persons legally domiciled in Canada;

(3) Citizens of non-Asiatic countries coming to Canada under certain conditions, as farm workers, miners, and woodworkers.

"All other persons are . . . excluded from Canada as immigrants; except that in individual cases, persons who do not fall within these categories may be admitted, for humanitarian reasons or on grounds of national advantage, at the discretion of the Government by Order in Council."

Responsible for the administration of the Immigration Act and Regulations, the Immigration Branch of the Department of Mines and Resources is divided into two sections: the Canadian Service, with jurisdiction over 269 Canadian ports of entry; and the Overseas Service, with offices in London, Liverpool, Glasgow, Dublin, Belfast, The Hague, Brussels, Karlsruhe, Salzburg, Paris, Rome, Berne and Hong Kong. The latter service "establishes the admissibility of persons wishing to come to Canada before they start on their journey."

By Order in Council, special permission has been granted for the admission of 40,000 Displaced Persons. "Since Displaced Persons, once established in Canada, may apply in turn for the entry of their own

relatives, this country's contribution to the solution of the resettlement problem will probably involve an eventual movement of over 100 000 Displaced Persons."

In further outlining the Displaced Persons program, Dr. Keenleyside made the following statement.

When the Canadian Government decided to make provision for the admission of non-relative DP's, steps were also taken to ensure that those admitted were of types that would be useful in the Canadian economy and likely to make good Canadian citizens. The machinery set up to carry out this policy includes an inter-departmental Immigration-Labour Committee, to assess labour requirements in Canada and to define the types of Displaced Persons which should be admitted to meet established needs.

Applications for DP labour from prospective employers are examined by this Committee, to ensure that they are prepared to give at least one year's employment, to pay the prevailing wage rate for the type of labour concerned, and to provide housing on arrival.

Great care is taken to ensure that the entry of DP's is not used to depress wages or otherwise adversely affect the standards of Canadian labour. When satisfactory conditions are established, if the application is approved by the Committee, it is forwarded by the Immigration Branch to the International Refugee Organization in Geneva. At the same time, word is sent to the Canadian Government Immigration Mission at Karlsruhe. Working out from this headquarters are nine teams of Canadian officials, each consisting of an Immigration Officer in charge of the team, a Medical Officer, a Security Officer and, as requested a Labour Officer. At the DP camps, a Canadian team medically examines the prospective immigrants and screens them for political acceptability (Nazis and Fascists, as well as Communists, are screened out); the Labour Officer sees that they are suitable for the type of employment that is being offered; finally, the Immigration Officer satisfies himself that the immigrants are of a type that is likely to succeed under Canadian conditions.

To assimilate the immigrant groups quickly into Canadian life, the Immigration Branch, in co-operation with the National Employment Service and the Citizenship Branch, works in close liaison with the provincial authorities.

Provincial Functions in Immigration: (Mrs.) Evelyn W. Brownell, B.A., Director, Immigration Branch, Department of Planning and Development, Province of Ontario.

Mrs. Brownell drew attention to the fact that, "While overall policy and legislation on immigration are the prerogatives of the Federal Government, the Provinces have definite concurrent legislative powers, as stated in the British North America Act (Section 95), the Immigration Act of 1937 (Section 31 (4)), and Privy Council Order No. 4849 of 1947."

Continuing, she stated that, "The Provinces have the right by legislation to

recruit, select or assist immigrants for settlement within their borders, as long as they are eligible for admission to Canada under the federal regulations. With the exceptions of Alberta and Ontario . . . the provinces have not undertaken immigration programs of their own but rather have confined their activities to co-operating with Dominion Government departments in the settlement of specific groups of immigrants. For instance, the provincial Departments of Agriculture, as members of the Dominion-Provincial Farm Labour Committee are co-operating with the Dominion Department of Labour in arranging placements in agriculture for Polish veterans and Displaced Persons. They are also co-operating with the Dominion Department of Mines and Resources in the placement of agricultural families from the Netherlands."

Provincial responsibilities once the immigrant has arrived, she indicated, include health and education, and to some extent, agricultural settlement.

"Every immigrant is a potential charge on the provincial health services. At the present time, all the provinces, except Alberta and New Brunswick, have agreements with the Dominion Government whereby the costs of hospitalization of immigrants during their first year of residence are shared equally. In all provinces this service is available to agricultural immigrants under the Dominion-Provincial Farm Labour Agreements."

Mrs. Brownell then turned to the field of education, and pointed out that because "there is the closest relationship between Adult Education and training for citizenship," the Canadian Educational Association, headed by the Deputy Ministers of the provincial Departments of Education, had drawn up a syllabus for teaching English or French, and Citizenship to immigrants. All the provinces have agreed to abide by the minimum provisions of this syllabus.

The immigration program of the Ontario Government was dealt with next, and it was stated that, "up to March 31, 1949, 259 flights were performed and a total of over 10,600 persons have emigrated to Ontario under the scheme." In addition, about 20,000 immigrants have come by sea under the auspices of the province.

The value of this influx to Ontario was estimated as follows:—

"Ten thousand wage-earners when joined by their dependents, fiancées, et cetera, will make an addition to the population of about 30,000 people. This is equal to the establishment of a new municipality the size of St. Catharines (1941 census).

"The retail sales in St. Catharines are approximately 37 million dollars annually.

Therefore, as a result of this one immigration project involving 10,000 wage-earners, the retail market alone was increased by 37 million dollars annually.

"Reduced to its simplest form, 10,000 wage-earners means new purchasers for 6,200,000 loaves of bread annually."

In conclusion, Mrs. Brownell said:—

To attract desirable immigrants and ensure that they orient themselves into Canadian life, our government officials, the transportation companies, our churches, social agencies, and the Canadian public, must adopt a new viewpoint toward immigrants and immigration. Realizing that Canada needs an augmented population through selective immigration, that immigrants make a major contribution to our economic development, and that in general the immigrants we are receiving today are assets to our country, let us extend to them the full benefits of Canadian citizenship and accept them as partners in building a greater Dominion of Canada.

Transportation and Immigration: S. W. Fairweather, Esq., B.Sc., Vice-President, Research and Development, Canadian National Railways, Montreal.

Mr. Fairweather's paper considered the probable effects of immigration on railway transportation in Canada. "These," it stated, "may vary between wide limits, the lower one being maintenance at subsistence level where the individual contributes nothing to productivity and society supports him; the upper one being for an individual of high technical skills and managerial ability with sufficient capital resources to make these skills available under market conditions which are assumed to be favourable."

It was first estimated that "the transportation capital required to afford an opportunity for an average immigrant, engaged at a level of activity equal to the average of Canada" is approximately \$320. This figure includes fixed property, equipment and technological improvements over the life span of the immigrant.

The effect of immigration on railway revenues was dealt with next. "Assuming the immigrant to be as productive as the average Canadian, the direct and indirect demands for railway service would, at current levels of traffic, amount to 4,700 ton miles per year and 275 passenger miles per year, added to which would be lesser demands for express, baggage and postal services." He pointed out that the direct effect is of course less important than the indirect effect (including the transportation of materials used by the immigrant in his occupation, and bought by him with his wages). The gross revenue for the railway, for performing all these services, according to Mr. Fairweather's estimate, is \$72 per

year. But "the out-of-pocket cost of performing (them) would be of the order of \$47 leaving \$25 net revenue per year, and deducting from this the appropriate interest and depreciation on the additional capital, the net value of an immigrant to Canadian railway transportation industry is of the order of \$14 per immigrant per year."

This figure is calculated for an immigrant of average productivity. It is estimated that an immigrant contributing nothing to production would cause the railway industry a loss of \$10 per year. "These figures simply lend point," Mr. Fairweather states, "to the obvious conclusion that if immigration is to have a beneficial effect upon the transportation industry, the immigrant must be highly productive."

Sea and Air Transport for Immigrants: H. C. P. Cresswell, Esq., Chief Commissioner, Department of Immigration and Colonization, Canadian Pacific Railway.

Drawing attention to the increasing availability of steamship accommodation for immigrants coming into Canada, Mr. Cresswell reviewed developments in trans-Atlantic transportation since the war. War-time losses had created serious shipping shortages. "Nevertheless, during 1945 and 1946 some 50,000 dependents, adults and children, of Canadian troops were transported to Canada, mostly on troopships."

Following the Dominion Government's decision in May, 1947 to admit large numbers of refugees and displaced persons, arrangements were made with the British Ministry of Transport to place the *Aquitania*, and later the *Ascania* on the North Atlantic run to facilitate the immigration movement.

Gradually, the regular Atlantic passenger service was resumed, but "owing to the tremendous backlog of ordinary passenger business," other facilities had to be provided for immigrants. In the latter part of 1947, under an arrangement with the Dominion Government, the Canadian Pacific purchased and converted a submarine supply ship, re-named it the *Beaverbrae* and placed it on a regular run transporting displaced persons between Bremerhaven and Canadian ports. Other displaced persons, brought out by the International Refugee Organization, were accommodated in U.S. troopships, and during the present year, the same organization will be operating the *Samaria* and the *Scythia* on the Canadian run.

Mr. Cresswell's paper also dealt with the innovation of air transportation for immigrants, and reviewed the programs in this regard of the Federal, Ontario and Alberta

Governments. In conclusion, he observed that: "Since the end of the European War, approximately a quarter of a million immigrants have entered Canada from overseas, of whom 34,481 came by air."

Capital Availability, Rural Depopulation, and the Selection of Immigrants: Observation by P. C. Armstrong, Esq., Economic Adviser, Canadian Pacific Railway, Montreal.

Mr. Armstrong first minimized a prevailing suggestion that the housing shortage militated against the bringing in of immigrants.

Referring to history, he observed that Canada had its maximum housing shortage "the day Jacques Cartier landed," added that "We have been ever since trying to catch up with our shortage of housing. When this country has no more housing to build, the country is going to die."

So it is with all our capital. We get people into our country for the purpose of creating capital out of the great resources which we have here, and our present industrial development is such that they can create that capital today more conveniently than they ever could. So do not be scared about bringing in immigrants who do not have capital. They will create it here.

Dealing with rural depopulation he stated:—

Some people speak of rural depopulation as being highly desirable. Indeed, I know that not all of them stop short there. They really mean that rural depopulation, when created by increased industrialization, by more mechanization, by using fewer people to do the same amount of work on the farm is a highly desirable form of depopulation, and we all ought to be for it. They believe that we should give three loud cheers—whenever we see it happening.

But we do not want to let it go too far, because we might get to a point where the sociology of the countryside might be ruined while we were improving its economics. As a well-known writer in Western Canada once observed: if every farm in Western Canada consisted of 2,000 acres, the production per farm would be greatly increased, but then who could put out the prairie fires? You see, if you depopulate the countryside enough, after a while there will not be any countryside. You will have no life. So this very desirable rural depopulation resulting from improved technique could go too far—we must remember that!

On the urgent necessity of another kind of rural depopulation I fully agree—the elimination of Canada's 200,000 subsistence farmers, who occupy not only marginal land but good land, and who sit there and eat a little bit. I remember a neighbour of mine in the Eastern Townships, who got his wood supply every winter by cutting down a maple tree, drawing it up into his back yard, and sawing off a portion every time he wanted some wood for his fire. Well, we do not want that sort of person occupying good land in this country, and it is urgent that we get them off. But the fact that we should remove such folk does not mean that

we should depopulate the countryside by removing them. We want to substitute for them another and better population.

We do not want the third kind of rural depopulation which is going on desperately fast today—the increasing average age on the farm. The average age of the working farmer is rising more rapidly than that of the population at large. New mechanization is a wonderful way of leaving fewer men to do the same amount of work in the countryside. But we have to face the fact that a man who is dying of old age cannot drive a tractor. Our farmers are now an uninsurable group. I assure you that the only correct description of the situation is that farming is a dying occupation because of the vanished population. They are gone, and we are going to have to replace them. I assure you they are going to be all gone before very long.

In concluding Mr. Armstrong warned that "a planned, integrated and selected immigration" for Canada, has one important consideration. No matter how well the immigration intake is geared to the occupational employment needs of the country, the outflow to the United States, a traditional part of the Canadian population problem, can not be forgotten, "until the population situation of North America will be such that we need no longer fear the drift from this country to the United States."

Immigration, Emigration and External Trade: (Mrs.) Lucy Ingram Morgan, M.A., Ph.D., Deputy Economist, The Bank of Nova Scotia.

Stating that, "Periods of prosperity for Canada . . . have been those when there was a strong demand for her staple exports," and that "the peaks of immigrant inflow have in general corresponded to these periods," Mrs. Morgan also stressed the importance of the emigrant drain to the United States.

During the past 100 years, an immigrant total of around 7 million has been almost offset by an emigrant outflow of "something like 6½ million," most of which has gone to the United States. Mrs. Morgan concludes therefore that, "Natural increase has always made a much larger and more stable contribution to Canadian population growth than has net migration," although in times of prosperity, with favourable export conditions, Canada has shown herself able to absorb large numbers of immigrants.

In the future, it is likely that U.S. demands for Canadian resources will increase, and population loss through emigration to the United States may be lessened. "In these circumstances, a population of 20 millions in 30 or 40 years is within the bounds of possibility."

Mrs. Morgan's paper ended with a consideration of the present outlook for trade.

Dollar difficulties in Great Britain and Western Europe make the future uncertain and somewhat gloomy. However, if Canada continues to develop her processing and manufacturing industries, thus lessening her dependence on U.S. imports, and if such resources as Alberta oil and Quebec-Labrador iron are developed, Mrs. Morgan felt that Canada's present U.S. dollar difficulties would be relieved and her trading position improved. Under these circum-

stances, she concluded, "there may well be needs for new people in new areas which will create opportunities for immigrants."

The concluding address of the Symposium was given by Professor J. J. Spengler, M.A., Ph.D., Professor of Political Economy, Duke University, North Carolina. After reviewing in broad outline the problems of population and immigration that Canada must face in the future, he suggested that something should be done to carry on, on a more permanent basis, the excellent work begun by the McMaster Symposium.

ILO REPORTS ON UNEMPLOYMENT IN 25 COUNTRIES

In a review of unemployment in 25 countries published by the International Labour Office in June, it is indicated that the trend of unemployment, which increased seasonally during the winter months, showed a decrease during the early spring months. On the other hand, the current figures of unemployment were stated to be substantially higher than those of the corresponding period in 1948. The report follows:—

Compared with the situation existing at the beginning of 1949, unemployment had decreased by March or April in all countries surveyed, except India, Finland, France, the western zones of Germany, and Spain.

In **Canada**, 8.2 per cent of the workers insured against unemployment were unemployed at the end of March, 1949, in comparison with 5.8 per cent a year ago.

While the April figure for the **United States** decreased perceptibly to 3,016,000 from the post-war peak of 3,220,000 unemployed two months previously, the proportion of unemployed in the civilian labour force was 5.0 per cent in April, 1949 as compared with 3.6 per cent in April, 1948.

In **Puerto Rico** the number of unemployed decreased from 96,000 or 14.4 per cent of the labour force in January, 1949 to 59,000 or 8.5 per cent in March, as compared with 52,000 and 7.6 per cent in March, 1948.

Though the applicants registered for work in **Austria** decreased from 138,700 in February to 130,200 in March, the latter figure was almost triple that of March, 1948.

In **Belgium** the number of unemployed persons had decreased from 253,600 or 12.7 per cent of the insured workers in January to 236,900 or 11.8 per cent in March, as compared with 95,500 or 4.8 per cent a year ago.

The situation in **Denmark** showed similar trends: a decrease from the post-war peak in December, 1948 of 70,800 trade unionists or 11.6 per cent of the membership unemployed to 29,000 trade unionists or 4.7 per cent in April, 1949; but this figure represented a marked increase over 15,200 or 2.6 per cent unemployed trade unionists in April, 1948.

The number of wholly unemployed persons stood at 50,100 in the **Netherlands** at the end of February, as compared with 36,000 one year before.

The year-end figure of unemployed persons registered in **Poland** was 89,600 in comparison with the average figure of 78,700 for 1948.

In **Switzerland**, the number of wholly unemployed persons registered declined from 15,500 in January to 4,400 in March, as compared with 1,000 in March, 1948. The percentage of unemployment among the insured population in March, 1949 was 1.7 per cent in comparison with 0.3 per cent for March, 1948.

Wholly unemployed persons in the **United Kingdom** in March numbered 365,000 or 1.7 per cent of the estimated total number of employees in comparison with 400,700 or 2.0 per cent in January, 1949 and 321,100 in March, 1948.

On the other hand, in **India** the fairly steady increase in the number of applicants for work since March, 1948, when the figure was 211,500, was maintained in March, 1949 when the figure was 261,600.

Almost a parallel situation existed in **France**. The number of the relief recipients stood at 35,000 in March, 1949 in comparison with 12,400 in March, 1948. Similarly, the figure of applicants for work was 127,300 in contrast with 68,200 one year ago. No indication of a seasonal improvement had appeared clearly as yet. Yet unemployment in France remained below 1 per cent of the total labour force.

In **Finland**, the applicants for work registered number 42,200 in April in comparison with 7,200 one year ago.

Unemployment increased in the **Bizonal Area of Germany** in March for the fourth successive month to a provisional total of 1,132,000 or 8.5 per cent of the total number of wage and salary earners. The corresponding figure in 1948 was 462,500. A parallel situation existed in the **French zone of occupation** where the number of unemployed persons was 36,000 in March, 1949 and 9,300 one year ago.

Still increasing since the summer months, the unemployment figure for **Spain** at the end of February stood at 155,000 in comparison with 116,800 one year ago.

Unemployment figures for Japan, Ireland and Italy did not show any appreciable change over the period under survey. The year-end unemployment figure for **Japan** of 0.7 per cent of the labour force coincided with the average rate of unemployment for the year 1948.

Among the insured workers in **Ireland**, 11.2 per cent were unemployed in April in comparison with the same percentage for January and 10.8 per cent for April, 1948. The applicants seeking work numbered 77,000 at the end of April as compared with 74,300 one year before.

The unemployment situation was practically unchanged in **Italy** with 1,836,200 persons registered as unemployed at the end of March.

Among the few countries where there was a decrease in unemployment as compared with the corresponding period of 1948 were Norway, Portugal, Sweden and Australia. The employment exchange statistics for **Norway** showed 11,800 unemployed at the end of February in comparison with 16,400 for the corresponding date in 1948.

There were 1,400 unemployed persons registered at the end of January in **Portugal**, as compared with 1,600 one year before.

In **Sweden**, 36,700 trade unionists were unemployed, or 3.9 per cent of the membership at the end of February in comparison with 37,600 or 4.2 per cent at the corresponding date in 1948.

Unemployment among the trade unionists in **Australia** decreased to 0.8 per cent during the March quarter from 0.9 per cent during the same period in 1948.

New Zealand was one country where unemployment continued to be insignificant, with only 27 in receipt of unemployment benefits and 43 registered as unemployed at the end of April.

“WHITE-COLLAR” UNIONISM IN UNITED STATES

Actual organization of “white collar” workers has lagged behind organization of skilled trades and occupations.

The following summary, based on two studies, is an appraisal of the situation in the United States.

Following a number of studies on white collar unionism, this subject has been given prominence in recent publications. The extent of unionism which has taken place, its meaning to white collar workers, organization methods of the unions, and welfare provisions of white collar contracts are some of the aspects which are dealt with in detail.

In the first of a series of articles appearing in *The Conference Board Management Record*, the official publication of the

National Industrial Conference Board, Inc., under the heading of “Highlights of White Collar Study,” the organization methods of the different unions and the white collar workers’ attitude towards unionism are discussed.

Many Unions Vie for Affiliation

“Today,” the author observes, “the white collar worker, particularly the office

employee, rates high in the organizational drives of the AFL, CIO and independent unions. Two types of unions have staked a claim to these workers. The first is the specialized white collar union made up wholly of office, professional, and technical workers. The Office Employees' International Union, AFL, and the United Office and Professional Workers of America, CIO, are typical of this category. The second group of unions vying for office and clerical employees are the production workers' unions. The United Steelworkers of America, CIO, and the United Automobile Workers of America, CIO, are especially prominent in this activity."

The United Office and Professional Workers of America (CIO) with an estimated membership of 34,000, is reported as having centred its organizing activities in the northeastern section of the country, and as having a "stated organizing goal of expanding the union in key white collar cities in the United States." Its organizing activities have been concentrated in the insurance field, technical and scientific firms in key geographical areas, banking and financial establishments, and the social services organizations.

The Office Employees' International Union (AFL), was chartered in 1945, and is reported as having by 1948 a membership of 40,000. "The OEIU in some respects is the AFL's counterpart to the CIO's UOPWA," the article states. "But the organizing strategy of the OEIU is entirely different. The OEIU shows no driving interest in strategic industries or key geographic areas. Rather, it centres its organizing activities on those companies where the workers themselves demonstrate a desire for unionization."

An independent union is the Associated Unions of America, which is credited with approximately 8,000 members, concentrated in the North Central States. While its organizing approach is similar to that used by the OEIU, the AUA, it is said, "makes its chief selling point the fact that it is an independent union."

Another large independent white collar union is the National Federation of Salaried Unions. This union, the article states, is an outgrowth of the Federation of Westinghouse Independent Salaried Unions, whose contract with the Westinghouse Electric Corporation, it is claimed, covers 15,000 clerical and salaried workers. "Since its inception in 1944, the NFSU has made only minor organizing gains in the Pennsylvania area. Its main strength still rests with twenty-three locals at Westinghouse. . . . Like the AUA, it places a great deal of stress

on the fact that it is 'strictly independent' and 'not connected with the CIO or AFL'."

According to the article, more white collar workers are organized under the large production unions than are organized by both UOPWA (CIO) and OEIU (AFL). "The drive for white collar workers is especially strong in the CIO," it observes, and cites as two notable examples the United Automobile Workers and the United Steelworkers of America. A production workers' union enjoys a considerable advantage when it sets out to unionize the office employees of a plant, it is pointed out. Close contact with an already organized group helps to make the white collar workers receptive to organization, and "any disparity between their working conditions and those of the unionized production workers tends to have a dramatic effect."

The Amalgamated Clothing Workers (CIO) has stressed a similar point in its organizing activities. One ACW executive is quoted as saying, "The union has taken the position that the problems of the white collar worker in the industry are closely related to those of the production worker. Thus, organizing techniques centre around extending the benefits of industrial unionism to the white collar worker."

"Notes on White Collar Unionism" is the title of an article—the first of a series—published in the March-April issue of *Labour and Nation*. It is a preview of a book by Dr. C. Wright Mills, entitled "The New Middle Class: A Study of White Collar People," to be published next year.

The author surveys the extent of white collar unionism, and its meaning to the white collar workers themselves. In this study, salespeople are included as white collar workers. The figures presented in the two studies, therefore, vary accordingly.

Potential Expansion of Union Organization

"The numerical upthrust of the white collar people is the most dramatic fact about modern occupational structure," the author states. "If we classify them as the managerial, technical and professional employees, the office workers and the salespeople, they constitute on the latest count, about 14·7 million people: 25 per cent of the 58·6 million people in the civilian labour force." In 1948, he says, some 2·4 million, or 16·2 per cent of the white collar people were members of labour unions.

An analysis by industry reveals that the only industries in which substantial numbers of white collar employees are organized are transportation, entertainment, and one branch of the U.S. Federal Government, the Postal Service. (Governmental

employees were legally granted the right to organize by the Lloyd-LaFollette Act in 1912.) There is also "considerable unionization," in the communications field, the author reports. "In all other industrial groups the proportions of organized white collar workers is seldom more than four or five per cent."

The author voices the opinion that, with 16.2 per cent of the white collar workers already in unions, and the "white collar mass industries" practically untouched. American labour unions today are in a much better position to undertake white collar unionization. "The law is favourable

and perhaps soon will be more so; the unions have money to put into it; they have more skilled and experienced organizers; there is general prosperity, yet fear of slump; the unions are working in a friendly political atmosphere, and moreover one created, as they see it, to a great extent by their power; and due to their increased and growing power over the last decade and a half unions enjoy greater than ever prestige. With all these assets, there is no doubt that, given the will and the intelligence, organizing drives among the 12.3 million unorganized white collar workers can be carried through successfully."

ANNUAL REPORT OF THE SASKATCHEWAN DEPARTMENT OF LABOUR, 1948

The work of the various branches of the Saskatchewan Department of Labour is described in its Annual Report for 1948. A decrease in the time lost through strikes, a slight increase in trade union membership, and a rather high number of violations of the laws relating to wages, hours and holidays are noted.

The Fifth Annual Report of the Department of Labour of the Province of Saskatchewan for the year ending December 31, 1948, reviews labour conditions in the Province and summarizes the activities of the Department. These include labour relations; administration of acts relating to wages, hours of work and holidays; apprenticeship and trade schools; inspection of boilers, factories and elevators, and theatres and public halls. Two Court decisions of widespread interest are reviewed. Tables are included which show applications to the Labour Relations Board; trade union membership; Industrial Standards schedules; prosecutions under laws relating to wages, hours of work and holidays; and apprenticeship agreements. Accident statistics are not included.

A high level of employment was maintained in Saskatchewan during 1948 and earnings continued to increase. In the major industries except agriculture the average wage according to the Dominion Bureau of Statistics report was \$40.86 on November 1, 1948, as compared with \$36.44 on January 1, 1948, and \$34.26 on January 1, 1947. At the same time the cost of living continued to rise but not so rapidly as in 1947.

New Legislation

The only important new labour legislation enacted in 1948 was the Boiler and

Pressure Vessel Act, replacing the Steam Boilers Act which had become inadequate. Under the 1948 Act, regulations were issued setting forth qualifications required of candidates for certification as stationary engineers and firemen and providing for a new class of certificate, namely, heating plant engineer's certificate. Changes were made in line with the Department's policy of gradually improving standards. The regulations made in 1947 regarding liquefied petroleum gas, a new and rapidly expanding industry in Canada, were revised in 1948 following a year's experience which indicated the need of certain modifications.

The Hours of Work Act, the Industrial Standards Act, and the Apprenticeship Act were amended (L.G., 1948, p. 627).

Labour Relations

During 1948 there were eight strikes in the Province involving 679 employees and resulting in a loss of 12,333 man-days. This time loss is less than in 1947, when man-days lost due to strikes and lockouts amounted to 42,908, but greater than in 1946 or 1945. The strike in the Estevan-Bienfait coal field accounted for a large proportion of the time loss, 9,623 man-days. The major issues in this strike were wages, hours of work and continuance of the union welfare fund. In other strikes occurring in 1948, wages constituted the main issue.

Applications to the Labour Relations Board for orders determining that a specified unit of employees was appropriate for the purpose of bargaining collectively, determining that the applicant trade union represented a majority of the employees in the appropriate unit, and requiring the employer to bargain collectively with the applicant union, totalled 107. Of these applications 76 were granted (in some cases with modifications by the Board in regard to the appropriate unit), 10 were dismissed, 18 were withdrawn and three were pending at the end of the year. Representation votes were conducted in seven cases. There were six applications for orders requiring employers to refrain from unfair labour practices or from violations of the Act. Four were dismissed, one was withdrawn after satisfactory settlement by direct negotiation, and the other was pending at the end of the year. The Board also dealt with 18 applications to amend and 24 to rescind existing Board orders.

Thirteen conciliation boards were established during 1948 and had submitted reports by the end of the year. A brief summary of the activities of each board is included in the Report.

In addition to setting up conciliation boards, the Department was called upon to provide informal conciliation services to assist in the settlement of 54 disputes.

Trade union membership in Saskatchewan at the end of 1948 was 26,940, an increase of about 5 per cent over 1947. Of these 14,750 were members of unions affiliated with or chartered by the Trades and Labour Congress of Canada, 9,316 were members of unions affiliated with or chartered by the Canadian Congress of Labour, and the remaining 2,874 were members of the four independent railway brotherhoods. The largest union in the Province continued to be the Saskatchewan Civil Service Association (TLC) with a membership at the end of 1948 of 3,237.

The constitutionality of the Trade Union Act, 1944, was upheld when the Judicial Committee of the Privy Council, in a decision rendered on October 13, 1948, reversed the decision of the Saskatchewan Court of Appeal that Section 5 (e) of the Act is *ultra vires* of the Provincial Legislature (L.G., 1948, p. 1441). This section gives the Labour Relations Board power to order the reinstatement of employees discharged contrary to the Act, with payment to them of the monetary loss suffered by reason of their discharge.

Wages, Hours of Work and Holidays

In 1948, 6,876 inspections were made under the Minimum Wage, Hours of Work, Industrial Standards, Annual Holidays and One Day's Rest in Seven Acts.

Arrears of wages collected by the Department on behalf of employees amounted to \$45,426.99 under the Minimum Wage and Hours of Work Acts, and \$665.47 under the Industrial Standards Act. Holiday pay collected on behalf of employees under the Annual Holidays Act, 1944, amounted to \$37,395.24. Commenting on these figures, amounting to more than \$80,000, the Report states:—

Generally, collections under all Acts other than the Industrial Standards Act have been higher than would appear necessary. It has been recognized that during the past four years advances in labour standards in the province have been very rapid and it has not always been possible for employers to keep abreast of them. For that reason, the department has concerned itself principally with carrying on an educational campaign. It has contented itself in the main with advising employers of the new legislative provisions and with making adjustments out of court, wherever possible, when violations were discovered. It is felt, however, that most employers should by now be familiar with the provisions of the law and that there will in future be less excuse for violations.

There were 41 prosecutions under these Acts in 1948, resulting in 10 convictions, 23 charges withdrawn after satisfactory settlements had been made, and eight cases pending.

The decision of the Saskatchewan Court of Appeal in which it was held that an employee of a contract postmaster is subject to the minimum wage laws of the province was referred to the Supreme Court of Canada. The judgment of the Supreme Court, delivered April 27, 1948, was that a province has no authority to encroach on any subject relating to postal service, whether or not Parliament has dealt with that subject by legislation (L.G., 1948, p. 631).

Apprenticeship and Trade Schools

No new trades were designated during 1948 under the Apprenticeship Act. The number of agreements in effect at the end of 1948 was 531; 156 new apprentices were indentured during the year, and there were 25 completions.

The General Regulations under the Act were amended to require all persons engaged in any of the designated trades in cities or towns with a population of more than 3,000 to have certificates of qualification or apprentices' certificates. A total of 5,494

certificates of qualification were issued in 1948 (including renewals), together with 104 interim certificates and 883 provisional certificates.

Boilers, Factories and Elevators

Under the Boiler and Pressure Vessel Act, 4,224 inspections were made during the year of which 2,255 were inspections of boilers, 1,899 inspections of pressure vessels and 70 inspections of refrigeration plants. The regulations respecting liquefied petroleum gas have resulted in 720 inspections of liquefied petroleum gas consumer installations during 1948 and the issuing of 224 licences to liquefied petroleum gas distributors.

A total of 1,007 factories, together with 969 grain elevators, were inspected during the year. Passenger and freight elevators are inspected about three times a year and there were 1,225 elevator inspections. Fifteen new designs of elevators were examined and registered.

The Department also carries out inspections under the Theatres and Cinematographs Act and 607 inspections were made of theatres and 590 of public halls. There were no casualties in any of the eight fires mentioned in the Report, and the Report states that owners of theatres and public halls have continued to show a thoroughly co-operative attitude and that every care has been taken to keep projection machines in good condition, thus reducing fire hazards to a minimum.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

Sixteen railway labour unions made demands during June for wage increases and shorter hours. Direct negotiations between the parties were arranged for mid-July.

Introduction

Information was received by the Department of Labour during June that formal notice of demands for wage increases and shorter hours had been made upon the principal railway systems of Canada by fifteen International Railway Unions and by the Canadian Brotherhood of Railway Employees and Other Transport Workers. The main carriers affected are the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway, along with other lines which come under Provincial jurisdiction. Various subsidiaries of the CNR and CPR are also affected. For the first time, the Newfoundland Railway is included as a part of the Canadian National System, the Railway Labour Cooperative Board of Newfoundland having identified its membership with the demands of the Central Negotiating Committee of the International Unions.

The fifteen International Organizations involved, which represent some 112,000 workers, in the non-operative trades,

requested the establishment of a 40-hour work week, increases in wage rates to provide the same take-home pay as the present working hours, and an additional general wage increase of 7 cents per hour. Under the existing agreements, the average railroad wage is \$1.09 per hour, and the 48-hour work week prevails for employees in nearly all branches of the railway systems affected by the current demands, except those in the locomotive shops where a 44-hour work week is in force. The Unions proposed that the reduced working hours be put into force on September 1, 1949, and that the 7-cent increase be made effective on July 17, the renewal date of the existing collective agreement between the two main Railway Systems and the railway labour organizations.

It was proposed further that employees must have two consecutive days off each week, but that if they worked on these days, the companies must pay them punitive rates of not less than time-and-one-half.

The Canadian Brotherhood of Railway Employees and Other Transport Workers made demands on behalf of its members for the adoption of the 40-hour work week. Instead of demanding a general increase and a guarantee against reduction in take-home pay, the CBRE demanded a 30 per cent increase in wages. It also demanded the check-off of union dues from the wages of all employees covered by its collective agreements. The demands of this Organization directly affect some 29,000 railway and railway hotel workers.

Train-service employees, such as Locomotive Engineers and Firemen, Conductors and Trainmen, are not affected in the present demands.

Discussion between the management of the two major Railway Systems and the Unions involved has been scheduled to commence on July 13 and 15. The Railway Companies issued a joint statement to the

press prior to the negotiations that the proposed changes would cost more than \$74,000,000 a year. The general wage increase demanded would amount to more than \$22,000,000 annually and the reduction in working hours combined with the maintenance of present take-home pay would amount to more than \$52,000,000.

* * *

Further attention was given by the Industrial Relations Branch during the month of June to the continuing strike by the Canadian Seamen's Union against the dry cargo and passenger shipping companies operating ocean-going vessels of Canadian registry from East Coast ports. Most of its efforts were directed towards securing the lifting of sympathetic strike action by dockworkers against vessels of Canadian registry tied up in ports abroad. Only a few vessels remained immobilized at the time of writing.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the wartime Regulations in 1944.

Proceedings begun under the wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated

or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements, and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British

Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the

province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of June. During the month the Board received three applications for certification, held four hearings, issued two certificates designating bargaining agents, ordered one vote, and rejected two applications for certification.

Applications for Certification Granted

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, for a unit of employees of the Canadian Pacific Transport Company, Limited, comprising the classifications of clerk and stenographer in the office of the Company at Brandon, Man. (L.G., July, 1949, p. 871).

2. The Canadian Seamen's Union, for a unit of employees of Westward Shipping, Limited, Vancouver, comprising unlicensed personnel on board the tankers mv. *Standard Service* and mv. *B.C. Standard* (L.G., July, 1949, p. 871).

Applications for Certification Rejected

1. The National Association of Marine Engineers of Canada, Inc., District 3, and the Quebec and Ontario Transportation Company, Limited, Montreal (L.G., April, 1949, p. 428). The application was rejected for the reason that the applicant union had not received the support of a majority of the employees affected in a representation vote conducted by the Board.

2. The Association of Marine Employees of the Canadian Dredge & Dock Company, Limited, and the Canadian Dredge and

Dock Company, Limited, Toronto (L.G., July, 1949, p. 871). Following an investigation and a public hearing, the Board rejected the application for certification.

Representation Vote Ordered

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express & Station Employees, and the Canadian Pacific Railway Company (news agents) (L.G., July, 1949, p. 871). Following an investigation of the application, the Board ordered a representation vote among the employees affected. (Returning Officer: L. Pepin.)

Applications for Certification Received

1. The United Grain Elevator Workers' Local Union No. 333, United Brewery, Flour, Cereal, Soft Drink & Distillery Workers of America, on behalf of employees of the Alberta Wheat Pool (Elevator Department, Vancouver). (Investigating Officer: G. R. Currie.)

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of employees of the Canadian Pacific Railway, employed in the office of Merchants' Invoice Accountant, Windsor Station, Montreal. (Investigating Officer: L. Pepin.)

3. The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of Canadian employees of the Detroit and Canada Tunnel Corporation. (Investigating Officer: R. L. O'Neill.)

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Board Appointed

On June 14, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between Hull City Transport Limited, Hull, P.Q.,

and the Canadian Brotherhood of Railway Employees & Other Transport Workers. The Board was appointed following receipt of the report of Raoul Trepanier, Conciliation Officer (L.G., June, 1949, p. 728). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Reports Received

1. On June 14, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the United Towing and Salvage Company, Limited, and the Canadian Seamen's Union (L.G., December, 1948, p. 1413). The text of the report of the Board is reproduced below.

REPORT OF BOARD in dispute between

United Towing and Salvage Company, Limited, and Canadian Seamen's Union.

To the Hon. the Minister of Labour,
Department of Labour,
Parliament Buildings, Ottawa, Ontario.

The Board of Conciliation, in the above dispute, was originally constituted on November 16, 1948, with the appointment by the Minister of Labour of Mr. André Montpetit, K.C., as Chairman. Due to the resignation of Mr. Montpetit, the Minister of Labour appointed Mr. Justice Edouard Tellier on February 28, 1949, as Chairman of this Board.

The Company was represented by Mr. J. R. H. Robertson, Secretary-Treasurer, and its counsel the Hon. J. A. Mathewson, K.C., Messrs. A. M. Boulton and R. B. Lamb.

The Union was represented by Messrs. Conrad Sauras, Eric Atkins and A. MacDonald.

As the result of numerous sittings both parties agreed to twenty-two (22) clauses as fully set forth in the draft identified as "A" hereto annexed.

The following are the issues remaining in dispute.

I

The Company submitted that the following clause should form part of the collective agreement to wit:—

It is a condition of this agreement that the Company shall only be bound by its terms so long as it is satisfied that the officers of the Union are not Communists, or the policies of the Union Communist-controlled, and no person may be employed under it who, in the opinion of the Company is either a known Communist or engaged in Communistic activities.

The Union objected to the inclusion of such a clause.

The Board feels that, at this time, there is no legal justification for the insertion of such a clause.

2. On July 6, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board, Montreal, P.Q., and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The text of the report of the Board is reproduced below.

On June 14, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the United Towing and Salvage Company, Limited, and the Canadian Seamen's Union (L.G., Jan., 1949, p. 52).

The Board was composed of His Honour Judge Edouard Tellier, Chairman, appointed in the absence of a joint recommendation from the other two members of the Board, J. E. Mullally and I. R. Prazoff, appointed on the nomination of the company and the union, respectively. All three members of the Board reside in Montreal. Judge Tellier was appointed Chairman on February 28, 1949, following the resignation of André Montpetit, K.C., who was obliged to resign from the Chairmanship of the Board because of the pressure of other business.

The text of the Board's report is reproduced below.

II

STEWARD'S DEPARTMENT

The Union submitted a specific clause under this heading. Since the Union agreed to delete from its submission details of the duties of other unlicensed personnel, the Board recommends that no reference be made to the details of the duties involved in this department. The question of the working day in this department is associated with the overall question of hours of work and rates of pay.

III

HOLIDAYS WITH PAY

The Union submitted a request for a maximum of fourteen days basic pay in lieu of holidays for continuous service aboard

during the whole season and seven days' basic pay in lieu of holidays for certain specified shorter periods of service.

The Company proposes in its submission a bonus of one week pay for continuous service during the whole season.

The Board feels that this matter is associated with the overall question of hours of work and rates of pay.

IV

HOURS OF WORK AND RATES OF PAY

The Union submitted the following monthly scale of wages based on an eight-hour day, and a three-watch system:—

Schedule of Wages (per calendar month)

<i>Occupational Classification</i>	<i>Monthly Wage Rate</i>
Wheelsman	\$160.00
Watchman, Lookout or Patrol..	142.00
Deckhand	132.00
1st Cook (Canaller)	198.00
1st Cook (Upper Laker)	210.00
2nd Cook	145.00
Porter	121.00
Oilers	160.00
Fireman	154.00
Coal Passer	132.00
Messman	132.00
Utility	132.00

The regular overtime rate for all unlicensed personnel shall be eighty-five cents (85¢) per hour.

The Company submitted the following monthly scale of wages, which in the very terms of its submission are as follows:—

Rates of Pay

The monthly wages for the respective ratings shall be as follows:

Monthly Rate of Pay

<i>Occupation</i>	<i>Strathmore</i>
Wheelsman	\$172.50
Watchman	182.50
Deckhand	142.50
Cook	165.00
Oiler	172.50
Fireman	167.50
<i>Occupation</i>	<i>G.R. Western</i>
Wheelsman	\$172.50
Watchman	182.50
Deckhand	142.50
Cook	180.00
Oiler	172.50
Fireman	167.50
<i>Occupation</i>	<i>Jas. Whalen</i>
Wheelsman	\$172.50
Watchman	182.50
Deckhand	142.50
Cook	180.00
Oiler	172.50
Fireman	167.50
<i>Occupation</i>	<i>Jean Fraser</i>
Wheelsman	\$172.50
Watchman	182.50
Deckhand	142.50
Cook	165.00
Oiler	172.50
Fireman	167.50

Hours of Work

(a) During the period from 6:00 p.m. to 6:00 a.m. daily or on any of the holidays decreed as such by the Dominion Government, and from Saturday noon to Monday 6:00 a.m. the only work which shall be performed shall be necessary work, namely, the routine duties of men on watch, essential for the safe navigation or the moving or placing of the vessel and any work necessary for the loading or unloading of the cargo. In particular, and for the purpose of this clause, chipping of paint, polishing of brass, sougeeing or washing other than regular hosing down, cleaning of bright work, painting or similar work to the above shall not be considered necessary work.

(b) In cases where the ship operates short-handed, the wages of the absentee will be divided among the crew members doing his work.

The Company submitted figures for the season 1948 showing that the average lay time at Company's dock, i.e. the time the Company tugs and barges were idle at the dock, was 64.81 per cent. Consequently, the Company maintained that while the unlicensed personnel were available for a period of twelve hours each day, they actually worked less than that time. The Company foresees a similar, if not lower, lay time during the present season. In taking the Company's proposed hours of work, it follows that the unlicensed personnel will have to work or be available during seventy-two hours for a six-day week or eighty-four hours for a seven-day week. The special circumstances under which the Company operates, as submitted, do not, in the opinion of the majority of the Board, warrant such a stand; on the contrary, the undersigned feel that, under those very circumstances, the eight-hour day is practicable and feasible. The Union insists on an eight-hour day and is willing to accept a lower scale of pay than the one already paid by the Company for a twelve-hour day. The majority of the Board is therefore of the opinion and recommend an eight-hour day at the Union scale of wages and any overtime beyond the eight hours is to be paid at a rate of eighty-five cents (85¢) per hour.

The whole respectfully submitted.

(Sgd.) EDOUARD TELLIER,
Chairman.

(Sgd.) I. R. PRAZOFF,
Member.

Montreal, June 11, 1949.

EXHIBIT "A"

1. Recognition

The Company recognizes the Union as the sole and exclusive representative for the purpose of collective bargaining for the unlicensed personnel employed on the Company's vessels.

2. Employment

(a) The Company agrees that members of the Union shall be given preference in hiring. The Company may obtain unlicensed personnel directly from the Union or through the Seamen's Section of the National Employment Service.

If unlicensed personnel are not supplied within three (3) hours from the time of request, under the above arrangement, the Company or its representatives shall be free to otherwise engage them.

(b) Unlicensed personnel, as engaged in (a) above, if not members of the Union, may be accepted, by the Union upon application and confirmed in their respective positions.

(c) The Union agrees to co-operate fully with the ship's officers and Management of the Company in obtaining well qualified seamen to fill vacancies as they occur. When requested to supply unlicensed personnel the Union agrees that the Company's requirements will be filled as quickly as possible.

(d) It is agreed that the Captain or Chief Engineer or Officer in charge may reject personnel dispatched by the Union, provided the rejections are for valid reasons. The Union, if it desires, shall have the right to take up such rejections under the grievance procedure provided for in this agreement.

(e) If by reason of the activities or associations of any member of the unlicensed personnel the vessel is prevented or obstructed from docking, or loading or unloading cargo, this shall be considered sufficient justification for the Master to discharge such employee without notice.

3. Ship's Delegate

The duties of a ship's delegate, in relation to grievances or disputes, shall be restricted to the presentation of such grievances or disputes to the Master for such disposition as he shall make in accordance with the terms of this agreement. The ship's delegate shall have the right to conduct the legitimate business of the Union, such as collection of dues, conferring with Union members, distribution of literature, etc. providing the same does not interfere with his duties as a member of the crew.

4. Grievance Procedure

Disputes and grievances involving the interpretation or violation of this agreement shall be dealt with as follows:—

(a) In the first instance, a written statement of the dispute or grievance shall be presented to the Master of the vessel by a member of unlicensed crew, selected as ship's delegate by the unlicensed personnel, for settlement and disposition.

(b) If the Master fails to adjust the complaint in a satisfactory manner, the question shall then be referred to a representative of the Union, who will submit the complaint in writing to a representative of the management of the Company within ten (10) days of the date of the alleged grievance.

(c) If the Union representative and the management representative of the Company fail to adjust the complaint in a satisfactory manner, it shall be presented in writing to the General Manager of the Company by a National Officer of the Union.

(d) If the General Manager or his representative are unable to reach a satisfactory settlement of a grievance or dispute, it shall be referred to a conciliation board to be appointed under the provisions of Industrial Relations and Disputes Investigation Act.

5. Union Representative on Board

(a) For the purpose of consulting, or otherwise transacting legitimate business with the crew or any member thereof, the authorized representatives of the Union, credentialled as hereinafter provided shall have the right at times permitted by the representatives of the Company to proceed on board the said vessels at Port Arthur.

(b) The Union shall submit to the Company the name and relevant particulars of the person or persons authorized by the Union to act as its representative as by this section provided, and the Company upon receiving from such representative a waiver of any claim for any damage resulting from any accident or injury in or about Company property, shall thereupon issue a pass or passes to such representative or representatives enabling him or them to board the Company's ships at said port as herein provided.

6. Seniority and Promotions

(a) When an employee has given satisfactory service during the previous season, he shall be given the opportunity to resume employment in the Spring on the same ship on which he was employed at the end of the previous navigation season, provided that he makes application to the Company in writing on or before January 15.

(b) In all promotions, lay-offs and rehires, the Company agrees that employees with the longest continuous service with the Company in their Department, shall be given first consideration, but skill and efficiency must also be taken into consideration.

7. *Emergency Duties*

Any work necessary for the safety of the vessel, passengers, crew or cargo or for the saving of or rendering assistance to other vessels, lives, property or cargoes, shall be performed at any time on immediate call by all Members of the unlicensed personnel, and notwithstanding any provision of this agreement which might be construed to the contrary, in no event shall overtime be paid for work performed in connection with such emergency duties, of which the Master shall be the sole judge.

8. *Drills*

Overtime rates will not be paid unlicensed personnel when required to participate in lifeboat and other emergency drills, called at the Master's discretion. Wherever practicable these drills will be held between the hours of 8 a.m. and 5 p.m. weekdays and 8 a.m. and 12 noon Saturdays.

9. *Holidays*

The Company agrees to recognize the following holidays:—

1. New Year's Day
2. Good Friday
3. Dominion Day
4. King's Birthday
5. Labour Day
6. Remembrance Day
7. Thanksgiving Day
8. Christmas Day.

10. *Cleanliness of Quarters*

(a) The Company shall see that all quarters assigned for the use of the unlicensed personnel are kept free from vermin in so far as possible and the unlicensed personnel shall co-operate in this respect. The Company agrees to fumigate all quarters whenever such fumigation is necessary to free them of vermin.

(b) The unlicensed personnel of each Department shall keep their respective quarters clean at all times, as ordered by the responsible officers on a rotary basis between the hours of 6 a.m. and 5 p.m. daily.

11. *Other Conveniences*

The Company undertakes to maintain the comfort of the crew by providing as good equipment and meals as possible under given circumstances but it must be recog-

nized that this policy is dependent on the full co-operation of the Union and its members. Therefore, unlicensed personnel who wilfully damage or destroy mattresses or other equipment in the crews quarters shall be penalized by having deducted from their wages the cost of replacing or repairing such equipment.

12. *Meal Hours*

Meal hours whenever practicable shall be as follows, unless otherwise directed by the Master:—

Breakfast	....	7.30 a.m.—8.30 a.m.
Dinner	.....	11.30 a.m.—12.30 p.m.
Supper	.....	5.00 p.m.—6.00 p.m.

13. *Coffee Time and Lunches*

Fifteen minutes time shall be allowed off for coffee during the forenoon, and afternoon.

14. *Room and Board Allowance*

The Company shall supply room and board during the course of their employment and on its failure so to do shall pay the unlicensed personnel \$3.25 per day in lieu of room and board.

15. *Return to Port of Signing*

In the event a ship of the Company is sold or laid up during the navigation season, and the crew discharged in consequence thereof, they shall be repatriated with wages to the port of engagement or their homes, whichever is nearer, with subsistence and transportation.

16. *Safety*

It is agreed that any safety regulations which the Company may now have in force for the safety of the vessel and crew and any further safety regulations which the Company shall put into effect and bring to the attention of the crew shall be strictly adhered to by all crew members. Violation of any such regulation shall warrant dismissal.

The Company shall exercise due diligence in furnishing safe gear and working equipment and shall make every reasonable effort to provide safe working conditions on board ship.

17. *Medical Examination*

(a) It is agreed that the Company has the right to have all personnel medically examined for fitness and any personnel found medically unfit for service at sea shall not be employed, or, if employed, may be dismissed.

(b) Where the Company refused to employ or has dismissed any man for medical reasons, the question of that man's

fitness for sea duties in the category in which he is to be employed, may be referred for determination to a competent medical authority, acceptable to both the Company and the Union.

18. *Reporting on Board*

All crew members off watch shall be required to report on board and be available for duty not less than one (1) hour before the time of sailing, as posted on Notice Board.

19. *Transportation*

The Company agrees, on laying up a vessel at the close of its navigation for the season, to furnish every member of the unlicensed personnel in the Company's employ, transportation to the homes of such crews or for a distance of 500 miles, whichever shall be the lesser, and also to refund to every member of the unlicensed personnel who shall have returned to his vessel at the opening of the navigation and remained on such vessel for the entire navigation season, or remained for at least three months and left his vessel on account of illness, the amount of his fare from his home to such vessel or for a distance of 500 miles whichever shall be the lesser. Provided that the member of the crew in either case shall be entitled to transportation only if he had been engaged to come from his home to join the vessel.

20. *No Strike or Lockout*

During the period in force of this agreement and pending any negotiation or hearing dealing with or arising out of the application or interpretation of this agreement or any provision thereof or any renewal or extension thereof there shall be no strike by the Union or its members or any lockout by the Company.

21. *No Discrimination or Coercion*

The Company will not interfere with the right of its employees to become members of the Union. There shall be no discrimination, interference, restraint or coercion by the Company against any employee because of membership in the Union. The Union agrees not to intimidate or coerce or threaten employees in any manner and will assist and co-operate with the Masters, Chief Engineers, and Executives of the Company in maintaining discipline.

22. *Duration*

This agreement shall be effective from the 1st day of March, 1949, and shall remain in force until the last day of February, 1950.

Minority Report

To the Hon. the Minister of Labour,
Department of Labour,
Parliament Buildings, Ottawa, Ontario.

The undersigned Member of the Board concurs in the following items of the final report, that is to say:—

I—Special Clause.

II—Steward's Department.

III—Holidays with Pay.

As to Item IV—Hours of Work and Rates of Pay—I do not subscribe to the findings and recommendations of the other members of the Board and I accordingly submit hereunder my findings and recommendations:—

IV.—HOURS OF WORK AND RATES OF PAY

The Union submitted a Schedule of monthly wages (set forth under Item IV of the majority Report) based on hours of work not to exceed 8 hours per day "to be worked on a three-watch system"; the Union's Schedule of rates of pay are less than the Company-Employer's Schedule (also set forth under Item IV) which is based on a twelve-hour day and a two-watch system. Working conditions and availability of accommodation for unlicensed personnel aboard the tugs and vessels operated by the Company cannot properly be compared with the work and the extent of the accommodation (allowing for a three-watch system) aboard the vessels operated by Great Lakes shipping companies such as those of the Paterson Steamships Limited whose 1949 contract with the Union was relied upon by the latter as the basis of its negotiations here. The Union stated repeatedly that its intention was to obtain the eight-hour day. At the same time it admitted that a three-watch system could not be put into operation aboard the Company's vessels. Faced with that fact the Union undertook to consider the matter on the basis of a twelve-hour day and a two-watch system and undertook to submit a revised wage schedule; this however the Union failed to do. It then reverted to its stand for the eight-hour day, admitted its inability to work out a schedule on that basis and simply called upon the Company to implement the eight-hour day.

The higher rates paid the Company's unlicensed personnel, the fact that though the men must be available for a 12-hour period their actual working time does not exceed 8 hours, the fact that the men can go ashore daily to their homes in port, are all factors which serve, in the opinion of the undersigned, to substantially offset the difference in hours over the system in force aboard the freighters and vessels sailing the

Great Lakes. The Company furthermore had voluntarily increased its wage rates by a considerable percentage over the rates paid under the last negotiated contract with the Union in 1945. Actually the hours of work and rates of pay as submitted by the Company are and have been in effect since the start of the current shipping season and they are the same as those in effect in 1948. The Company furthermore submitted that from the point of view of operating costs and revenue any increase in wages over its schedule was not justified. It submitted a statement of "lay" hours of its vessels for 1948 which revealed that total "lay" time at the Company's dock and "lay" time away from its dock came to 64·81 per cent of the number of hours covered by the operating season.

The Union stated that the hours of work and rates of pay aboard the Great Lakes freighters under contracts negotiated in 1949 are the same as those of last year (1948) with a small and, in point of fact, unimportant difference in the matter of overtime; the hours of work and rates of pay submitted by the Company for 1949 are those as I have said which were in effect with the men in 1948.

It is the recommendation of the undersigned that the rates of pay, hours of work and holidays with pay as contained in the Company's submissions be accepted by the Union.

(Sgd.) JAMES E. MULLALLY,
Member of the Board.

Montreal, June 14, 1949.

REPORT OF BOARD in dispute between

National Harbours Board, Montreal, P.Q.,

and

The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

The Hon. HUMPHREY MITCHELL, M.P.,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation and Investigation appointed under the provisions of Industrial Relations and Disputes Investigation Act in the matter of a dispute between the National Harbours Board, Montreal, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, having heard and examined the representations of the parties to the dispute, reports unanimously as follows.

The dispute arises from a demand by the Brotherhood for the following changes in the collective agreement between the parties:—

- (a) An increase of 20 cents per hour in the rates of pay of employees of the grain elevator system and the cold storage plant and an increase of 23 cents per hour in the rates of pay of the general maintenance group of employees, the increases to be retro-active to April 1, 1948;
- (b) Payment for seven statutory holidays not worked;
- (c) Extension of vacations with pay to provide for 6, 9, and 12 days' vacation after 1, 3, and 5 years' service, respectively;
- (d) Sick leave with pay;
- (e) Weekly pay periods instead of bi-monthly pay periods.

On July 6, 1949, the Minister of Labour received the Report of the Board of Conciliation and Investigation appointed to deal with a dispute between the National Harbours Board and its employees at Montreal, P.Q., who are represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., July, 1949, p. 870).

The Board was composed of H. Carl Goldenberg, Chairman, André Montpetit, K.C., member appointed on the nomination of the employer, and Gustave Francq, member appointed on the nomination of the employees. All three reside in Montreal.

The text of the Board's report is reproduced herewith.

The National Harbours Board advises that the introduction of weekly pay periods is now under consideration with a view to a satisfactory adjustment.

With respect to the demands for payment for statutory holidays not worked, extended vacations with pay, and sick leave with pay, the National Harbours Board submits that it is prepared to insert a clause in the collective agreement providing for negotiation on these matters with the Brotherhood on notice given at any time,

even during the term of the agreement, with a view to applying to its employees such policies in regard to these matters as the Dominion Government may adopt for hourly paid employees. It is expected that Government policy in this matter is to be formulated in the light of general industrial practices. Accordingly, we recommend the insertion of a clause in the collective agreement as proposed by the National Harbours Board.

With respect to the demand for increases in rates of pay, the National Harbours Board submits that it is bound by P.C. 3374 of May 8, 1944, as amended by P.C. 33/5177 of July 7, 1944, and by P.C. 27/8367 of October 31, 1944, which provides "that in the case of employees of National Harbours Board engaged for service at hourly prevailing rates of wages, the rates of pay shall be established by National Harbours Board with the concurrence of the Department of Labour, to be evidenced by a certificate attached to the schedule of rates"; that its practice has accordingly been first to ask the Department of Labour to make a survey of prevailing wage rates and to embody the said rates in collective agreements with its employees; that the Department of Labour after such a survey reported that it was unable to recommend an increase in wage rates as of April 1, 1948, and that the Board was bound by such report in that wage rates require the concurrence of the Department of Labour; that after a further survey the Department of Labour recommended certain wage adjustments, amounting generally to an increase of 5 cents per hour, as of November 1, 1948, which recommendation the National Harbours Board offers to implement; and that the Board is legally precluded from granting any further increases by P.C. 3374 of May 4, 1944, as amended.

We have given careful consideration to the submissions of the National Harbours

Board and have examined its authority under the governing statutes and Orders in Council. We note that the National Harbours Board Act, 1936, authorizes the Board to engage employees "and fix their remuneration". We also note that while P.C. 3374 of May 8, 1944, as amended, required the concurrence of the Department of Labour in the rates of pay established by the Board, it did not direct that such rates must first be determined by the Department and, therefore, did not preclude collective bargaining on rates of pay between the Board and its employees, provided the rates agreed upon became effective only with the concurrence of the Department. Finally, while P.C. 3374 and its amendments were passed in 1944 under the War Measures Act, the National Harbours Board and its employees are now subject without restriction to the Industrial Relations and Disputes Investigation Act which came into force by proclamation on September 1, 1948, and under the terms of which the Board of Conciliation and Investigation was appointed.

Having examined the governing statutes and Orders in Council we find that these do not support the contention of the National Harbours Board with respect to its authority in establishing rates of pay. Having also examined the existing wage schedules of the Board and comparative rates, we unanimously recommend an increase of 10 cents per hour retroactive to April 1, 1948, to each of the hourly-rated classifications, the said increase to be paid only to employees who are presently in the employ of the National Harbours Board or who have retired on pension during the period covered by the increase.

The whole respectfully submitted.

(Sgd.) H. CARL GOLDENBERG,
Chairman.

(Sgd.) ANDRÉ MONTPETIT.

(Sgd.) GUS. FRANCO.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Manufacturing

Tobacco and Liquors

MONTREAL, P.Q.—W. C. MACDONALD INCORPORATED AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL 235.

Agreement to be in effect from May 17, 1949, to May 17, 1950, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for its employees who are members of the union. All employees who are now or hereafter become union members will remain members in good standing as a condition of continued employment. New employees must also become union members after the 2 months' probationary period.

Hours of work: a 45-hour week from Monday through Friday. **Overtime:** (except for watchmen and power plant employees) time and one-half for work in excess of 9 hours per day and before 7 a.m. or after 6 p.m.; double time for all work on Sundays and 11 specified holidays, 5 of which are *paid holidays* and the remaining 6 are also paid holidays when they fall on a full working day, except for employees who absent themselves without leave the working day immediately before or after the holiday. A *rest period* of 10 minutes in the forenoon and afternoon of each full working day will be granted to all employees. **Vacation with pay:** one week to employees with 12 months' service, 2 weeks after 2 years' continuous service and 3 weeks after 20 years' continuous service will be granted.

Wage rates: the existing scale of wages will be increased by 6 cents per hour to all employees. A cost-of-living bonus of 25 cents per week for each full point rise in the cost-of-living index over the figure 130.6 will be paid. Should the cost-of-living index decline the bonus will be decreased by 25 cents per week for each full point of decline but not below the index figure of 149.6. It is the policy of the Company that its wage scale will be at least as high as the wage scale in other tobacco factories in Montreal for similar work under similar conditions.

Provision is made for *seniority rights* and *grievance procedure*.

Metal Products

SHAWINIGAN FALLS, P.Q.—ALUMINUM COMPANY OF CANADA, LIMITED AND LE SYNDICAT NATIONAL DES EMPLOYÉS DE L'ALUMINIUM DE SHAWINIGAN FALLS, INC.

Agreement to be in effect from February 12, 1949, to February 12, 1950, and thereafter from year to year subject to 30 days' notice. Employment by the company is open to anyone even though not a member of the union. There shall be no discrimination by the company or the union against any employee because of race, colour, creed, nationality, religious or political beliefs, or of union or non-union affiliation or union activities. **Check-off:** the company agrees to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union. This authorization may be revoked by the employee at any time.

Hours of work: 8 per day or shift, 6 days per week. **Overtime:** time and one-half for work in excess of the regular daily or weekly hours. Nine specified statutory holidays shall be observed (except for shift workers), two of which are paid holidays for permanent employees fulfilling certain conditions. **Vacation with pay:** 7 days to employees with one year's continuous service, 14 days to employees with 5 or more years' continuous service (provided they have worked 1,800 hours since last vacation), one-half day for each full month of service to employees with less than one year of service. The company retains the right to withhold one-half of the vacation allowance from any worker who has lost more than 96 hours from work without reasonable excuse during the preceding 12 months.

Hourly wage rates for certain classifications: fabricating division—cable department 85 cents to \$1.12½, cable accessory department 85 cents to \$1.22½, warehouse 87½ cents to \$1.05, remelt department 85 cents to \$1.12½, rolling mill 85 cents to \$1.07½, wire and rod department 85 cents to \$1.20; reduction division—potroom service 87½ cents to \$1.05, potrooms 85 cents to \$1.05 (excluding head channel change and section chief), recovery plant \$1 to \$1.12½; mechanical-electrical division—mechanical department 85 cents to \$1.20, electrical department 87½ cents to \$1.30; trades—millwright, machinist \$1.12½ to \$1.30, electrician, armature winder, welder, carpenter \$1.10 to \$1.27½, pipefitter \$1.07½ to \$1.22½, blacksmith, bricklayer \$1.05 to \$1.20, painter \$1.02½ to \$1.15; technical division 87½ cents to \$1.12½. Although the foregoing wage rates provide minimum rates of 85 cents per hour, actually the minimum hiring rate shall not be less than 86 cents per hour and shall be increased to 88 cents after employee has worked 12 days and to 90 cents after a further 12 days and to 92 cents after a further 24 days so that employees excepting apprentices who have worked 48 days continuously for the company shall be paid not less than 92 cents per hour. Workers while holding the supervisory rank of gang leader shall receive 5

cents per hour extra if supervising 5 workers or less, 7½ cents per hour if supervising 6 to 11 workers and 10 cents per hour while supervising 12 or more workers. A *Night work premium* of 2½ cents per hour will be paid to shift workers working between 7 p.m. and midnight and 5 cents per hour to shift workers working between midnight and 7 a.m.

Provision is made for *grievance procedure*.

Non-Metallic Minerals and Chemicals

TORONTO, ONT.—LEVER BROTHERS LIMITED AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 32.

Agreement to be in effect from December 24, 1948, to December 23, 1949, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one previously in effect (L.G., Aug., 1946, p. 1091) with the following changes:—

The maintenance of membership clause has been changed to *Union Shop*—all employees shall as one of the terms and conditions of their employment with the company become and remain members of the union in good standing during the life of the agreement. *Vacation with pay*: provisions now grant an extra half day for each 5 weeks of service completed during the previous year to employees with 15 or more years' service with the company. *Superannuation*: effective from 1947, all employees who are members of the "Union Overseas Superannuation Fund" or who later become members shall continue as members. All present employees under 21 years of age when they attain that age and all future employees of 21 years of age shall become members. (This provision in the 1946 agreement referred only to male employees.)

Construction

HAMILTON, ONT.—THE HAMILTON CONSTRUCTION ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 18.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year subject to 60 days' notice. The employer agrees to employ as carpenters only members of the union, so long as the union can furnish mechanics in sufficient numbers to take care of the work on hand.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime* at time and one-half for all work in excess of these hours; double time for work on Sundays and 8 specified holidays. No work is to be done on Labour Day or Carpenters' Picnic Day except in case of emergency.

Hourly wage rate effective in the city of Hamilton and within a radius of 15 miles from the city limits shall be \$1.50. When carpenters are required to work more than one shift, the second and third shift will be paid 8 hours' pay for 7 hours' work, and no carpenter will be allowed to work on more than one shift in the 24 hours.

When carpenters are required to travel beyond the city limits to a job, the employer will pay all transportation charges in excess of 20 cents per day, and travelling time one way from the city limits to the job, except when the employer transports the men to and from the job arriving there at 8 o'clock and returning to the point of contact in the city by 5 o'clock.

Provision is made for *grievance procedure*.

HAMILTON, ONT.—THE HAMILTON CONSTRUCTION ASSOCIATION AND BUILDERS' EXCHANGE AND THE BRICKLAYERS', MASONS' AND PLASTERERS' INTERNATIONAL UNION OF AMERICA, BRICKLAYERS AND MASONS SUBORDINATE UNION No. 1.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year subject to 90 days' notice. The union recognizes the party of the first part as the only authoritative body in the district representing employers of bricklayers and masons for the purpose of making an agreement affecting the trade or any changes to be made in same from time to time. Union members agree not to work for other employers, industrial or otherwise, at any lower rates or under any different conditions from agreement.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime*: no work to be done between 5 p.m. and 8 a.m. during term of the agreement except in case of emergency which shall be paid for at rate of time and one-half. Double time for all work between 5 p.m. Friday and 8 a.m. Monday and on 8 specified holidays.

Basic wage rate shall be \$1.70 per hour. Eight hours shall be paid for 7 hours' work on night shifts. No employee shall work more than 8 hours in 24. The minimum rate of wages for bricklayers' and stonemasons' apprentices shall be in accordance with the understanding of the Bricklayers' Apprentice Committee of Hamilton.

Provision is made for *grievance procedure*.

CALGARY, ALTA.—THE CALGARY GENERAL CONTRACTORS ASSOCIATION AND CERTAIN OTHER CALGARY CONTRACTORS AND THE AMALGAMATED BUILDING AND CONSTRUCTION WORKERS OF CANADA, LOCAL 5 (CARPENTERS SECTION).

Agreement to be in effect from April 1, 1949, to March 31, 1950. No member of the union shall work for any employer except under the conditions of the agreement. All efforts will be made to have such employing contractor sign the agreement.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime*: time and one-half for first 4 hours of work in excess of the regular hours and for work on Saturday morning, double time thereafter and for all work on Saturday afternoon, Sundays and 9 specified holidays.

Wage rate shall be \$1.47 per hour. Provision is made for adjustment of this rate at the termination of the agreement on the basis of 25 cents per point of the difference in the cost-of-living index as of March, 1949, and March, 1950. Foremen in charge of work shall be paid not less than 10 cents per hour extra. On a night shift any time worked after 5 p.m. and before 8 a.m. shall be paid at the rate of time and one-seventh if these hours are part of the regular 7-hour shift, for time in excess of 7 hours on the night shift regular overtime rates shall prevail.

Transportation: on jobs beyond the regular terminus of the street car line or bus service, the employer shall pay any additional transportation. On jobs outside the city, first class transportation is to be provided by the employer and travelling time on the basis of 8 hours in 24.

Provision is made for the *settling of disputes*.

Transportation and Public Utilities

Water Transport

GREAT LAKES, AND ST. LAWRENCE RIVER—
CANADA STEAMSHIP LINES LIMITED AND
SEAFARERS INTERNATIONAL UNION
(A.F. of L.)

Agreement to be in effect from February 1, 1949, to January 31, 1950, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole and exclusive representative for the purposes of collective bargaining for the unlicensed personnel employed on the company's ships.

Union security: an employee who is not a member of the union shall become so within 30 days of employment and shall maintain his membership. All unlicensed personnel engaged in Canada will be hired either through the office of the union or through the seamen's section of the National Employment Service. Any unlicensed personnel hired in Canada, who are not members of the union, will be required as a condition of employment, either to join the union and to continue as members thereof during their employment or, in the alternative to, pay initiation fees and monthly dues as required of union members. If the union fails or is unable to fill a request for unlicensed personnel or where unlicensed personnel are not available within 3 hours of the notified sailing time, the company or its representative shall be free to engage them. The company agrees to provide space at the pay off for a union patrolman to collect union dues. No person will be employed on any of the company's ships until he has signed a declaration to the effect that he is not a member of the Communist or Fascist party and that he does not hold membership in any organization that advocates the overthrow of Government by force or violence.

Hours of work and overtime: regular hours for unlicensed crew members shall be 8 per day, 4 hours on watch, 8 hours off watch, or 8 continuous hours on duty in any 24—except where in the master's or chief engineer's discretion it is deemed advisable to break watches while the vessel is in port, anchored or not otherwise under way. In steward's department the working day shall not exceed 8 hours in a spread of 12 hours. Eight specified holidays will be recognized. When the vessel is on the run, the work performed on a holiday shall be confined to that usually performed on a Sunday. Overtime shall be paid for work in excess of 8 hours or after unlicensed crew member has been relieved at the end of his regular watch. Only routine operational duties shall be performed by all ratings between 12 noon Saturday and 6 a.m. Monday and between 6 p.m. and 6 a.m. week days.

Hourly overtime rates are: first cook 90 cents, wheelmen, oilers, firemen and watchmen 80 cents, second cook, deckhands, messmen and porters 70 cents.

Coffee time and lunches: time shall be allowed off for coffee during the night and night lunches shall be available for crews changing watch and those called to work overtime.

Tank cleaning: when employees are required to clean tanks, the watch on duty shall be paid overtime at the regular overtime rate, and the watch below shall receive time and one-half for the same work. If watches are broken, regular overtime shall be paid for such work performed between the hours of

8 a.m. and 5 p.m. on week days and between 8 a.m. and 12 noon on Saturdays. After 5 p.m. and before 8 a.m. week days, Saturday afternoons, Sundays and holidays the men shall receive time and one-half.

In fitting out hours are 8 per day Monday to Friday, 5 on Saturday; if work required on Sundays or holidays, overtime shall be paid in addition to regular wages.

Monthly wage rates: first cook—(Upper Laker) \$240; (canaller) \$230; wheelman, oiler \$190; fireman \$185, watchman or lookout \$170; second cook \$165; deckhand, coal passer, messman \$160, porter \$150. For self-unloaders the wages shall be \$10 per month over the foregoing rates; tunnelmen on two vessels \$180; on two other vessels, head tunnelmen \$192, assistant tunnelmen \$180.

If any member of the unlicensed personnel is required to perform work usually done by longshoremen he shall be paid in addition to his regular wage the applicable rate at that point for longshoremen.

When a vessel sails without full complement, wages of the absent members shall be divided among the men who must perform the work of the absent members at the basic rate of wages.

Travelling: unlicensed personnel, when transported by the company during the course of their employment shall be provided with transportation, including berth when travelling by night and with subsistence at the rate of \$3 per day in addition to regular monthly wages. When travelling by water, second class or tourist transportation may be provided, this to include berth and meals.

Room and meal allowance: when the company does not provide room and board, unlicensed personnel during the course of their employment shall receive 75 cents per meal, and \$3 for room per night. **Transportation:** the company agrees, on laying up a vessel at the close of its navigation season, to furnish every member of the unlicensed personnel in the company's employ transportation home or for a distance of 500 miles, whichever shall be the lesser and also to refund his fare from his home or for a distance of 500 miles, whichever shall be the lesser provided such crew member works the entire navigation season or remains for 3 months and leaves on account of illness which would prevent him from efficiently continuing his work aboard vessel.

Vacation with pay: all unlicensed crew members covered by the agreement serving the company during the entire navigation season, from fitting out in the spring to laying up in the fall shall have accruing to them and payable at the end of the season a total not exceeding 14 days' basic pay in lieu of holidays during the season. Those who have 6 months continuous service ending at the completion of lay up shall be entitled to 7 days' basic pay in lieu of holidays during the season.

Provision is also made for *safe working conditions, clean quarters and bedding, seniority rights and grievance procedure.*

Trade

VANCOUVER, B.C.—GORDON AND BELYEA LIMITED AND THE RETAIL, WHOLESALE AND DEPARTMENT STORE UNION, LOCAL 535.

Agreement to be in effect from December 17, 1948, to December 16, 1949, and thereafter from year to year subject to notice.

The company recognizes the union as the exclusive bargaining agent for all eligible employees as long as the union continues to be the certified bargaining agent for said employees. *Union security:* employees who are or may become union members must, as a condition of employment maintain their membership in the union, provided that any who desire to do so may resign from the union at any time during the last 15 days of the agreement year. *Check-off:* the company agrees to check-off monthly dues and initiation fees in accordance with the provisions of the "Industrial Conciliation and Arbitration Act, 1947."

Hours of work: 8 per day Monday through Friday, a 40-hour week; for females employed in the office 7½ hours per day Monday through Friday, a 37½-hour week. Rest periods of 15 minutes are provided in the course of each 3 or more hours of employment. *Overtime:* time and one-half for first 4 hours of work in excess of the regular hours, double time thereafter and for all work on Sunday and all statutory holidays so specified by the provincial government which shall be paid holidays for all permanent employees. *Vacation with pay:* employees hired before November 30th in any calendar year shall be entitled to 2 weeks' vacation in the succeeding calendar year, and those hired after November 30th up until February 28th shall be entitled to one week's vacation.

Wage rates salaries and classifications of work, when agreed upon, shall form part of the agreement and will become effective from

September 1, 1948, for the warehouse staff and from September 15, 1948, for the office staff.

Provision is made for *sick leave with pay, seniority rights and grievance procedure.*

Service

MONTREAL, AND DISTRICT, P.Q.—CERTAIN WINDOW CLEANING COMPANIES AND BUILDING SERVICE EMPLOYEES INTERNATIONAL UNION, WINDOW CLEANERS, LOCAL 258.

Agreement to be in effect from May 1, 1949, to April 30, 1950. All employees will be hired through the union. If the union is unable to furnish the required number of men within 24 hours the employer shall have the right to hire help elsewhere. A shop committee will be recognized.

Hours of work: 9 per day Monday through Friday, 5 on Saturday, a 50-hour week. *Overtime:* time and one-half for work in excess of these hours and for work on 2 specified holidays. A third holiday (Labour Day) shall be a paid holiday. Double time shall be paid for work on Sundays.

Vacation with pay: one week to employees with one or more years' service.

Wage scale: journeymen 92 cents per hour, second class journeymen 85 cents per hour, apprentices 55 cents per hour, increased by 5 cents per hour monthly after first 3 months until union wages reached. Journeymen working on scaffolds will be paid \$1.50 per hour.

Provision is made for *grievance procedure.*

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of one new agreement, the amendment of ten others and the correction of four of them and the correction of one other agreement. In addition to those summarized below, they include: the amendment of the agreement for plumbers in Hull and the correction of the agreement

for clockmakers in the eastern townships in the *Quebec Official Gazette* of May 21, the amendment of the agreement for commercial establishments at Roberval in the issue of May 28, the correction of the Order in Council number for plumbers at Hull in the issue of June 4, and the amendment of the agreement for barbers and hairdressers at Victoriaville in the issue of June 18.

A request for a new agreement for long-shoremen at Quebec was gazetted May 21. Requests for the amendment of the agreements for the uncorrugated paper box industry at Quebec and for hospital and charitable institution employees at Quebec were published May 28. Requests for the amendment of the agreements for the fine glove industry for the province, for retail food stores and for barbers and hairdressers at Quebec, for building trades at Three Rivers and for a new agreement for barbers and hairdressers at Sherbrooke were all published June 4. A request for an amendment of the agreement for the mechanical construction and repair industry at Quebec was gazetted June 11, and requests for the amendment of the agreements for building trades at St. Hyacinthe and at Quebec were published June 18.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Textiles and Clothing

LADIES' CLOAK AND SUIT INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 8, and gazetted June 18, amends the previous Orders in Council for this industry (L.G., Jan., 1947, p. 48; June, 1948, p. 619, and previous issues).

Minimum wage rates for employees working on an hourly or weekly basis only: full skilled cutters \$1.20 per hour; semi-skilled cutters 91½ cents; trimmers 92½ cents; fur tailors 99½ cents; assistant fur tailors, machine basters, special operators 74½ cents; button sewers, general hands, examiners 52½ cents.

Minimum wage rates for piece work (piece rates to be fixed to yield at least the following rates for workers in the following classes): skilled operators (male), section operators (male and female), top pressers, machine pressers \$1.20 per hour; under pressers \$1.14; skilled operators (female) 98½ cents; piece pressers, semi-skilled operators (male) 91½ cents; semi-skilled operators (female) 85½ cents; skirt makers, lining makers, finishers, hand basters 74½ cents.

Minimum weekly wages for apprentices: apprentice operators, pressers and fur tailors from \$14.40 per week in first 6 months to \$36 after 36 months; apprentice skirt makers, lining makers, finishers, machine basters, hand basters and special machine operators from \$14.40 in first 6 months to \$29.76 after 24 months; apprentice cutters and trimmers from \$14.40 in first 6 months to \$48 after 48 months; apprentice button sewers, general hands and examiners from \$14.40 in first 6 months to \$21.12 after 18 months.

All the above wage rates represent an increase of 20 per cent over the rates previously in effect.

Vacation: every employee with one year's continuous service is entitled to a continuous annual vacation of one week with pay; an employee with less than one year's service is entitled to as many half working days as his number of months of continuous service. If an employee terminates his employment, he shall receive, in lieu of vacation with pay, a sum equal to 2 per cent of the wages earned by him during that portion of the year of continuous service between July 1 and June 30.

Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated June 8, and gazetted June 18, amends the previous Orders in Council for this industry (L.G., Mar., 1947, p. 369; Aug., 1948, p. 871, and previous issues) by the addition of The Champlain Paper Box (corrugated section) Employees Association of Quebec as co-contracting party and the deletion of The Hinde and Dauch Paper Co. of Canada Ltd. Employees Association from the list of contracting parties.

Metal Products

SHEET METAL MANUFACTURING, MONTREAL.

An Order in Council, dated May 19, and gazetted May 28, extends the term of the

previous Orders in Council for this industry (L.G., Aug., 1948, p. 871, Sept., p. 993; Feb., 1949, p. 178, June, p. 736) to July 1, 1949.

Another Order in Council, dated June 8, and gazetted June 11, makes obligatory the terms of a new agreement between The Builders' Exchange, Inc., Sheet Metal Fabricating Section and The Sheet Metal Workers' International Association, Local 116. Agreement to be in effect from June 11, 1949, until March 1, 1950. It repeals the agreement previously in effect and all its amendments.

Territorial jurisdiction comprises the Island of Montreal and within a radius of 15 miles.

Hours are the same as previously, 9 per day, 45 per week.

Overtime: time and one-half for work in excess of 9 hours per day and on Saturdays, double time on Sundays and specified statutory holidays; the number of paid statutory holidays has been increased from 5 to 8 a year.

Minimum wage rates are the same as previously paid and are as follows: sheet metal mechanics \$1.15 per hour; assistant-foreman \$1.27; charge hands, welders (class A), toolmakers \$1.22; machinists mechanics \$1.17; welders (class B), blacksmiths \$1.11; painters \$1.09; welders (class C), machinists, assemblers and specialists \$1; spray painters 95 cents; machine operators 94 cents; production welders from 78 cents per hour in first 6 months to 94 cents in fourth 6 months, they then become eligible for class C at \$1 per hour; production workers, truck drivers, storekeepers, shipping and receiving 78 cents; helpers 72 cents; female workers—unskilled 58 cents, after 6 months 67 cents. The new classification of "buffer and polisher, class A" is added to the wage scale with a minimum rate of \$1.05 per hour.

Vacation: after one year's service, one week with pay equivalent to 2 per cent of employee's actual wage rate at April 30, multiplied by the number of hours worked (excluding overtime) during the preceding 12 months; after 5 years' service, 2 weeks with pay equivalent to 4 per cent of employee's actual rate of pay at April 30, multiplied by the number of hours worked (excluding overtime) in the preceding 12 months.

Provision is made for apprenticeship regulations and for penalties for late starting.

Construction

BUILDING TRADES, CHICOUTIMI.

Orders in Council, dated May 12, gazetted May 21, and corrected in the issue of June 4, amend the previous Orders in Council for this industry (L.G., Jan., 1948, p. 51, April, p. 334, Aug., p. 872, and previous issues).

The agreement as amended is to remain in effect until April 1, 1951, and thereafter from year to year, subject to notice.

Territorial jurisdiction is amended, in so far as zone I is concerned, by excluding the two-mile radius in the case of road operations.

Industrial jurisdiction is amended by the exclusion of all operations governed by Ordinance number 39 of the Minimum Wage Commission, specially and including the construction of roads, camps and other improvements required in forest operations, such as dikes, dams, booms, piers, flumes or chutes, etc.

Minimum wage rates in zone I, are increased by 5 cents per hour, except crane operations (steam, gasoline, electricity, oil) for one to four drums inclusive, whose rate is \$1.15 per hour. The following trades are added to the wage scale—linoleum layer, freight elevator operator with a minimum of \$1 per hour, and checker and material checker with a minimum of \$35 per week. However, the above minimum wage rates shall be amended according to the fluctuations of the Federal cost-of-living index, as follows, taking 160 points as a calculation basis: for each ten point increase or decrease in the cost-of-living index, the hourly minimum rates shall be 5 cents higher or lower, as the case may be.

Structural iron industry, steam generation mechanics and construction boilermakers: structural iron erector and welder (all categories), construction boiler-maker, steam generation mechanic and erector, welder shall be paid a minimum of \$1.35 per hour, structural iron painter \$1.25, construction boiler-maker's, erector's, welder's and steam generation mechanic's helper \$1 per hour; workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less shall be paid a minimum of \$1.05 per

hour for a 55-hour week and their helpers 80 cents; apprentices receive 50 per cent of journeyman's rate in first year and 85 per cent in second year.

In the plumbing, steamfitting and electrical trades, apprentices shall receive from 40 per cent of journeyman's rate in first year to 75 per cent in fourth year.

BUILDING TRADES, QUEBEC.

An Order in Council, dated June 15, and gazetted June 18, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247).

Minimum wage rates: the following trades received an increase of 10 cents per hour in all zones—bricklayer, plasterer, mason, carpenter-joiner and junior journeyman, painter and junior journeyman, tile, marble and terrazzo layer and junior journeyman, engine-man (mechanical shovels, tractors, hoisting), pipe mechanic (contractor, journeyman and junior journeyman), electrician, tinsmith roofer and junior journeyman, asbestos insulation mechanic, ornamental iron and bronze mechanic or blacksmith. Increases of 5 cents per hour in all zones were received by the following trades—joint pointer, cement finisher, terrazzo polishing machine

Minimum Hourly Wage Rates for the Building Trades, Quebec City and District

Trades	Hourly Rates			
	Zones			
	I	II	III	IV
Bricklayer, plasterer, mason.....	\$1.30	\$1.15	\$1.05	\$1.00
Carpenter-joiner	1.10	1.05	0.95	0.90
Junior journeyman, one year.....	1.00	0.95	0.90	0.85
Caulker	0.80	0.75	0.65	0.60
Painter:				
Journeyman	1.05	1.00	0.90	0.85
Junior journeyman, one year.....	0.95	0.90		
Labourer	0.75	0.75	0.65	0.60
Mortar maker	0.75	0.75	0.65	0.60
Celanite mixer	0.75	0.75	0.65	0.60
Plaster pourer	0.75	0.75	0.65	0.60
Hod carrier	0.75	0.75	0.65	0.60
Joint pointer	1.00	0.90	0.85	0.80
Cement finisher	1.00	0.90	0.85	0.80
Tile, marble and terrazzo layer.....	1.05	0.95	0.90	0.85
Junior journeyman, one year.....	0.95	0.85		
Terrazzo polishing machine operator.....	0.90	0.85	0.75	0.70
First six months.....	0.80	0.75	0.65	0.65
Stone cutter on construction operations.....	1.30	1.15	1.05	1.00
Reinforcing steel erector.....	1.00	0.95	0.90	0.85
Driller	0.95	0.90	0.80	0.75
Pneumatic hammer operator.....	0.90	0.85	0.75	0.70
Lather (wood or metal).....	0.95	0.90	0.80	0.75
Engineman-mechanical shovels, tractors, hoisting.....	1.05	0.95	0.85	0.80
Freight elevator operator, not steam driven.....	0.95	0.85	0.75	0.70
Engineman-mixers or compressors.....	0.95	0.85	0.75	0.70
Engineman-stationary and portable machines.....	1.00	0.90	0.80	0.75
Pipe mechanic (plumber, pipe fitter and refrigeration mechanic):				
Contractor (personal services).....	1.50	1.30	1.25	1.20
Journeyman	1.10	1.00	0.95	0.90
Junior journeyman, one year.....	0.95	0.85		
Pipe welder	1.10	1.00	0.95	0.90
Electrician:				
Contractor (personal services).....	1.40	1.20	1.15	1.10
Journeyman	1.10	1.00	0.95	0.90
Tinsmith-roofer:				
Journeyman	1.10	1.00	0.95	0.90
Junior journeyman, one year.....	1.00	0.90		
Asbestos insulation mechanic.....	1.10	1.00	0.95	0.90
Ornamental iron and bronze:				
Mechanic or blacksmith.....	1.05	1.00	0.95	0.90
Junior journeyman, one year.....	0.95	0.90	0.85	0.80
Floor scraper, polisher and sander, by hand or with machine..	0.95	0.90	0.85	0.80
Job watchman (night or day, Sundays and holidays) maximum of 72 hours per week.....	0.50	0.50	0.50	0.50

operator, driller, pneumatic hammer operator, lather (wood or metal), freight elevator operator (not steam driven), engineman (mixers or compressors), engineman (stationary and portable machines), floor scraper, polisher and sander (by hand or machine). Minimum rates for the following trades were increased by 5 cents per hour in zones II and III and were unchanged in zones I and IV—labourer, mortar maker, celanite mixer, plaster pourer, hod carrier. Minimum rates for the following were unchanged—caulker, electrician (contractor) and job watchman. The following trades were added to the wage scale—stone cutter on construction operations, reinforcing steel erector, pipe welder and ornamental iron and bronze junior journeyman (one year).

The new minimum wage rates for all the above trades are shown in the accompanying table.

Structural iron industry, steam generation mechanics and construction boilermakers: for the erection or demolition of structural steel, the minimum wage rate is \$1.35 per hour, for structural iron painter \$1.25, for construction boiler-maker, steam mechanic, erector, welder and mechanic \$1.15, helper 85 cents; for workers installing stokers in furnaces with a horizontal heating surface of 20 feet or less, the minimum rate is \$1.05 per hour for a 55-hour week, for their helpers 80 cents. Structural iron apprentices receive 50 per cent of journeyman's rate in first year and 85 per cent in second year; apprentices of the steam generation mechanic and construction boiler-maker trades receive from 50 per cent of journeyman's rate in first year to 85 per cent in fourth year.

Maintenance men—in zone I, skilled workman's minimum is increased from \$37 to \$41 per week, labourer's minimum remains \$30 per week; outside zone I, skilled workman's minimum is increased from \$32 to \$36 per week, labourer's minimum from \$28 to \$29. Provision is made for sick leave for maintenance men.

Apprentices: for the trades requiring 3 year's apprenticeship, minimum rates are increased by 10 cents per hour in second year and 15 cents in third year; for those requiring 4 years' apprenticeship, minimum rates are increased by 5 cents per hour in second year, 10 cents in third year and 15 cents in fourth year. Apprentices in the trade of pipe welder are paid a minimum of 40 cents per hour in first year, 55 cents in second year and 70 cents in third year. There are slight changes in the number of apprentices allowed in some of the trades.

BUILDING TRADES, MONTREAL.

An Order in Council, dated June 8, and gazetted June 18, (amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 993, Nov., p. 1247; Jan., 1949, p. 67, Feb., p. 178, Mar., p. 302, May, p. 605) by increasing the minimum hourly wage rates for the elevator industry in the Montreal district as follows. mechanic from \$1.55 to \$1.62, helper from \$1.09 to \$1.13.

BUILDING TRADES, HULL.

An Order in Council, dated May 12, gazetted May 21, and corrected in the issue

of June 4, amends the previous Orders in Council for this industry (L.G., April, 1948, p. 334, July, p. 741, Sept., p. 995, Nov., p. 1247; Feb., 1949, p. 178, and previous issues). Other amendments to this agreement were published in the *Quebec Official Gazette* of Dec. 18, 1948, Jan. 8, and Apr. 9, 1949. The present amendment provides that all operations governed by ordinance number 39 of the Minimum Wage Commission, specially and including the construction of roads, camps and other improvements required in forest operations, such as dikes, dams, piers, booms, flumes or chutes, are not governed by this agreement.

Another Order in Council, dated June 8, and gazetted June 18, provides for certain changes in apprenticeship regulations.

Transportation and Public Utilities

Local and Highway Transport

TRUCK DRIVERS, MONTREAL.

An Order in Council, dated May 12, gazetted May 21, and corrected in the issue of June 4, amends the previous Order in Council for this industry (L.G., Sept., 1948, p. 995) by the addition of the letters "T.L.C." to the list of contracting parties.

Territorial and industrial jurisdiction: the agreement applies to all professional employers, employers or artisans in the cartage industry with or without a permit from the Transportation and Communication Board and who have their place of business or are operating in the city of Montreal or in any one of the cities and towns situated on the Island of Montreal including, and without restriction, the city of Lachine but east of the said city of Lachine only. It does not apply, however, to the transportation of excavated soil and rock, and materials excavated or demolished, from the site of the contract to the place of disposal.

The number of paid *statutory holidays* is increased from 2 to 3 per year.

Minimum hourly wage rates effective March 21, 1949: junior helpers, starting at 45 cents per hour are paid 50 cents after 2 months, as previously; helpers (general) from 52 cents increased to 67 cents after 6 months; deckmen, warehousemen, checkers from 72 cents increased to 77 cents after 6 months; chauffeurs from 73 cents to 78 cents after 6 months, chauffeurs (semi-trailer) from 78 cents to 83 cents after 6 months. (These rates represent increases of 2 cents per hour for general helpers, dockmen, warehousemen and checkers and 3 cents per hour for chauffeurs and chauffeurs—semi-trailer). Employees carrying fire arms and engaged in transporting moneys, securities and valuables are paid the following minimum rates from March 21, 1949: assistant cashiers \$1.30 per hour, messengers \$1.20, chauffeurs \$1.10, guards \$1, which represent increases of 20 cents per hour for assistant cashiers and 15 cents for all the others.

Vacation: one week with pay after one year's service for all regular full time employees, 2 weeks with pay after 2 or more years' service.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario and Alberta.

Recent proceedings under the Industrial Standards Acts, etc.* include, in addition to those summarized below, new schedules for the barbering industry at Kingston and at Lindsay, both published in *The Ontario Gazette* of May 21.

NOVA SCOTIA

Construction

PAINTERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated February 22, and gazetted February 23, and March 2, makes binding the terms of a new schedule for painters at Halifax and Dartmouth, to be in effect until April 30, 1949, and thereafter from year to year, subject to notice.

Hours: 8 per day, 40 per week.

Overtime is payable at time and one-half for the first four hours after the regular working day and on Saturday mornings, double time thereafter, on Saturday afternoons, Sundays and specified holidays. When two or more shifts are necessary, men working between 5 p.m. and 8 a.m. shall receive 8 hours' pay for 7 hours' work.

Minimum wage rates: brush painters \$1.10 per hour, spray-gun painters \$1.20 per hour. These rates include 3 cents per hour for vacation pay, which is not used when computing overtime pay. The advisory committee may establish a special minimum rate of wages for handicapped workers. Apprentices to receive from forty per cent of journeymen's rate exclusive of vacation pay during first

* In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provision of the Act and the regulations. Reference to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, December 1948, page 1422.

1,000 hours to eighty-five per cent in eighth 1,000 hours; in addition, apprentices shall receive 3 cents per hour in lieu of vacation with pay, which shall not be payable on any overtime worked.

Provision is made for apprenticeship regulations.

ONTARIO

Construction

PAINTERS, OTTAWA.

An Order in Council, dated April 21, and gazetted May 7, makes binding the terms of a new schedule for painters at Ottawa, to be in effect from May 17, 1949, to May 16, 1950. It revokes the schedule previously in effect (*L.G.*, April, 1947, p. 546).

Hours: 40 per week from November 1 to March 31 inclusive; 44 per week during the rest of the year.

Overtime is payable at time and one-half; double time on Saturday in the winter months, on Saturday afternoon in the summer months, on Sunday and on 5 specified holidays.

Minimum wage rates are increased from \$1.11 to \$1.25 per hour for spray-painting and from 96 cents to \$1.10 per hour for all other work; an additional 10 cents per hour is paid for night work. The advisory committee may fix a special lower minimum rate for handicapped workers.

ALBERTA

Manufacturing

Metal Products

GARAGES AND SERVICE STATIONS, CAMROSE.

An Order in Council, dated March 24, and gazetted April 14, makes binding the terms of a new schedule for the automotive repair and gasoline service station industry at Camrose, to be in effect from April 24, 1949 to April 23, 1950, and thereafter during pleasure.

Hours: 48-hour week of 5½ days.

Overtime: all work in excess of the above weekly maximum or outside the regular hours of shifts and on Sundays or 7 specified holidays is payable at time and one-half. Overtime for automotive mechanics, gas pump attendants and for front end men, not exceeding one hour in any regular working shift, shall be allowed and be paid for at straight time, provided the weekly maximum is not exceeded. Front end men, floor service men, night watchmen, storage attendants and/or gas servicemen working on their regular shifts on statutory holidays will be granted a day in lieu thereof within the ensuing 7 days, or be paid at time and one-half.

Minimum wage rates: automotive mechanics from 70 to 90 cents per hour; washmen and greasemen 60 cents; non-mechanical

employees permitted to do washing and/or greasing work, provided such work does not take more than half their total time, are to receive not less than the minimum wage established by an Order pursuant to Part II of the Alberta Labour Act. Any mechanic reporting for work, and not required, shall receive 4 hours' pay.

Vacation: after one year's employment, each automotive mechanic shall receive 2 weeks' vacation with pay; the seniority rating of each employee shall prevail as to the time of his holiday period.

Apprentices are governed by the terms of The Apprenticeship Act.

FOUNDRY INDUSTRY, EDMONTON.

An Order in Council, dated March 24, and gazetted April 14, revokes the Order in Council making this schedule binding (L.G., Dec., 1940, p. 1313).

Service

Business and Personal

BARBERS, RED DEER.

An Order in Council, dated March 24, and gazetted April 14, revokes the Order in Council making this schedule binding (L.G., May, 1941, p. 595).

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded during May

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of May the Department of Labour prepared 140 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 60 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour," and also specify that the rates of wages set out therein are "*minimum rates only*" and the "*nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates.*"

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	5,323	\$7,581,261.00
Post Office.	13	145,440.90
R.C.M.P.	1	5,670.00

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING MAY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Bouchard, P.Q.	Road improvements and repairs at No. 34 Ordnance Depot (Ammunition).	H. J. O'Connell Ltd., Montreal, P.Q.	\$ 3,802 50	Jan. 21, 1949
Barrie, Ont.	Construction of a sewage disposal plant and extension to sewers, Barrie, Ont.	T. D. K. Rooney Construction, Kingston, Ont.	30,000 00	Dec. 1, 1948
Camp Borden and Angus, Ont.	Construction of power distribution, street lighting and fire alarm systems, Married Quarters Housing Project, R.C.A.F. Stations.	Ainsworth Electric Co. Ltd., Toronto, Ont.	11,428 00	June 4, 1949
Rockcliffe, Ont.	Temporary replacement of sub-floor structure, Bldg. No. 134 (Hospital) R.C.A.F. Station.	F. E. Cummings, Ottawa, Ont.	5,145 00	March 17, 1949
Trenton, Ont.	Repairs to underfloor structures of one standard 304 Man Barrack Building, R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	32,408 00	Nov. 22, 1948
Trenton, Ont.	Interior painting, Bldgs. Nos. 13, 26 and 35, No. 6 R.D., R.C.A.F. Station.	The National Painting & Decorating Co. Ltd., Hamilton, Ont.	5,229 00	Feb. 11, 1949
Churchill, Man.	Construction of 14 Married Quarters.	The Foundation Company of Canada Ltd., Montreal, P.Q.	1,065,756 00	May 26, 1949
Fort Churchill, Man.	Construction of a central warehouse building and installations.	The Foundation Company of Canada Ltd., Montreal, P.Q.	1,650,000 00	May 30, 1949
Fort Churchill, Man.	Construction of a hangar and mechanical equipment section and approaches.	The Foundation Company of Canada Ltd., Montreal, P.Q.	1,000,000 00	June 9, 1949
Edmonton, Alta.	Renovation of Bldgs. Nos. 19, 20 and 54, Northwest Air Command Headquarters.	Poole Construction Co. Ltd., Edmonton, Alta.	36,030 00	May 25, 1949
Resolute Bay, N.W.T.	Construction of buildings, R.C.A.F. Station.	The Tower Co. Ltd., Montreal, P.Q.	49,500 00	June 2, 1949
Resolute Bay, N.W.T.	Supply of 6 Arctic prefabricated and precut bldgs., etc.	The Tower Co. Ltd., Montreal, P.Q.	235,020 00	June 13, 1949*
Goose Bay, Labrador.	Construction of 40 houses (permanent married quarters). Replacement of heating unit in Hangar No. 2, R.C.A.F. Station.	Terminal Construction Co. Ltd., Montreal, P.Q.	563,000 00	May 31, 1949
Goose Bay, Labrador.		Terminal Construction Co. Ltd., Montreal, P.Q.	27,500 00	June 1, 1949
Central Mortgage and Housing Corporation				
Brownsburg, P.Q.	Installation of concrete foundations under 56 houses and building 42 chimneys.	Josaphat Loisele & Fils, St. Onge, Ont.	57,526 00	March 22, 1949
Chicoutimi, P.Q.	Installation of concrete foundations under 100 houses.	G. Archambault Ltd., Montreal, P.Q.	91,960 00	March 22, 1949
La Tuque, P.Q.	Installation of concrete foundations under 51 houses.	G. Massecoite & Carreau Ltd., Cap de la Madeleine, P.Q.	30,855 00	March 22, 1949
Launoy, Q.	Installation of concrete foundations under 29 houses.	G. Archambault Ltd., Montreal, P.Q.	81,120 00	March 22, 1949
Quebec, P.Q.	Installation of concrete foundations under 200 houses.	G. Archambault Ltd., Montreal, P.Q.	163,920 00	March 22, 1949
Roch Island, P.Q.	Installation of concrete foundations under 20 houses.	A. Ross Cromwell, Montreal, P.Q.	23,940 00	March 22, 1949
Ste. Therese, P.Q.	Installation of concrete foundations under 100 houses.	A. Ross Cromwell, Montreal, P.Q.	65,000 00	March 22, 1949
Walerloo, P.Q.	Installation of concrete foundations under 24 houses.	A. Ross Cromwell, Montreal, P.Q.	19,152 00	March 22, 1949
Windsor, Ont.	Construction of 500 houses.	Steelwing Construction Co., Windsor, Ont.	2,353,604 00	April 27, 1949
Moose Jaw, Sask.	Installation of concrete foundations under 36 houses.	William T. Marchuk, Regina, Sask.	27,445 00	June 1, 1949
Vancouver, B.C.	Rough grading of streets and lanes within Fraser View Housing Project.	Monarch Construction Co., Vancouver, B.C.	124,750 00	April 7, 1949

Department of Mines and Resources

Jasper National Park, Alta.....	37,000 00	Feb. 24, 1949
Field, B.C.....	23,000 00	April 27, 1949
Radium Hot Springs, B.C.....	60,000 00	March 31, 1949
Yukon Territory.....	415,000 00	March 7, 1949
Yukon Territory.....	630,000 00	March 7, 1949
Grating and culverts, Jasper-Edmonton Highway.....	Western Construction & Lumber Co., Edmonton, Alta.....	\$
Construction of a bridge superstructure over Kicking Horse River, Yoho National Park.....	Poole Construction Co. Ltd., Edmonton, Alta.....	..
Construction of a water supply and distribution system, Kootenay National Park.....	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.....	
Construction of a section of a road between Minto and Carmacks.....	Fred Mannix & Co. Ltd., Calgary, Alta.....	
Construction of a section of a road between Mayo and Minto.....	Fred Mannix & Co. Ltd., Calgary, Alta.....	

Department of Public Works

Battery Point, N.S.....	19,951 71	March 5, 1949
Port Felix, N.S.....	20,900 00	Feb. 28, 1949
Port Mouton, N.S.....	46,144 69	March 25, 1949
Wadden's Cove, N.S.....	17,872 00	Feb. 25, 1949
Caraquet, N.B.....	298,220 00	March 1, 1949
Donnacona, P.Q.....	87,151 00	April 28, 1949
Maniwaki, P.Q.....	44,800 00	April 4, 1949
Montreal, P.Q.....	15,000 00	April 5, 1949
Chapleau, Ont.....	135,333 00	May 12, 1949
Dundas, Ont.....	39,457 00	April 13, 1949
Ottawa, Ont.....	9,000 00	May 7, 1949
Ottawa, Ont.....	142,316 00	May 7, 1949
Ottawa, Ont.....	14,304 00	April 26, 1949
Port Dover, Ont.....	44,900 00	March 25, 1949
Squaw Bay, Ont.....	12,719 00	Jan. 20, 1949
Lockport, Man.....	8,769 00	Feb. 25, 1949
Lockport, Man.....	71,420 00	April 1, 1949
St. Andrew's, Man.....	37,500 00	Feb. 25, 1949
South Edmonton, Alta. (Strathcona)	70,974 00	May 12, 1949
Albion, B.C.....	19,228 24	March 24, 1949
Haney, B.C.....	113,912 00	May 12, 1949
Ocean Falls, B.C.....	111,984 00	April 23, 1949
Sechelt, B.C.....	64,457 25	Feb. 28, 1949
Wichpool, N.B.....	20,850 00	*
St. Goldfroi, P.Q.....	11,376 00	*
New Carlisle, P.Q. (Marsh Creek)	31,200 00	*
St. Omer, P.Q.....	14,355 00	*
Ste. Anne des Monts (River), P.Q.....	18,025 00	*
Nanaimo, B.C.....	13,430 00	*
Construction of a breakwater extension.....	M. A. Cordon & Son, Kentville, N.S.....	
Wharf replacement.....	R. W. Digdon, Mulgrave, N.S.....	
Breakwater replacement.....	Mosher & Harding, Liverpool, N.S.....	
Harbour improvements.....	The Atlantic Bridge Co. Ltd., Lunenburg, N.S.....	
Construction of Public Building.....	Comau & Savoie Construction Ltd., Caraquet, N.B.....	
Addition and alterations to Post Office Building.....	Dave Devito, Kentville, P.Q.....	
Alterations on floors 1, 2, 4 and 5 of Confederation Building, 387 Common St.....	Giles Leclout, Maniwaki, P.Q.....	
Erection of new Dominion Public Building.....	E. G. M. Cape & Co., Montreal, P.Q.....	
Addition and alterations to Post Office Building.....	Hill, Clark, Francis Ltd., New Liskeard, Ont.....	
Improved lighting in certain areas, Hunter Building.....	James K. Construction, Hamilton, Ont.....	
Construction on ground floor level only of a large laboratory building including excavation work and floor slabs for sub-grade floors, Montreal Road Laboratories.....	Stanley G. Brookes Ottawa, Ont.....	
Alterations to the large theatre, National Film Board, Sussex and John Streets.....	Robertson Construction & Engineering Co. Ltd., Niagara Falls, Ont.....	
Repairs to West pier.....	A. Lanctot Construction Co., Ottawa, Ont.....	
Reconstruction of the wharf.....	R. A. Blythe, Toronto, Ont.....	
Cleaning, scraping and painting the steel work of a portion of the St. Andrews Lock and Dam Bridge.....	Thunder Bay Harbour Improvements Ltd., Port Arthur, Ont.....	
Improvements to bridge at St. Andrews Lock and dam.....	R. Swail Coal & Cartage Ltd., Winnipeg, Man.....	
Construction of a river breakwater.....	Dominion Bridge Co. Ltd., Winnipeg, Man.....	
Addition and alterations to Public Building.....	Maple Leaf Construction Ltd., Winnipeg, Man.....	
Wharf replacement.....	James C. Haddow, Edmonton, Alta.....	
Construction of Dominion Public Building.....	Fraser River Pile Driving Co. Ltd., New Westminster, B.C.....	
Construction of Dominion Public Building.....	C. J. Oliver Ltd., Vancouver, B.C.....	
Wharf repairs and improvements.....	James L. Galloway, Vancouver, B.C.....	
Dredging.....	James McDonald Construction Co. Ltd., Victoria, B.C.....	
Dredging.....	Saint John Dredging Co. Ltd., East Saint John, N.B.....	
Dredging.....	Diamond Construction Co. Ltd., Fredericton, N.B.....	
Dredging.....	Bert Dimock, New Richmond, P.Q.....	
Dredging.....	George K. Steele, New Carlisle, P.Q.....	
Dredging.....	Restigouche Dredging Co. Ltd., Cross Point, P.Q.....	
Dredging.....	The J. P. Porter Co. Ltd., Montreal, P.Q.....	
Dredging.....	McKenzie Barge & Derrick Co. Ltd., Vancouver, B.C.....	

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in Manitoba and Ontario in 1949

Manitoba has enacted an Hours of Work Act which limits hours to eight and 48 for men, and to eight and 44 for women, unless time and one-half is paid for overtime. In Ontario, the basic rate of compensation for disability is increased to 75 per cent. The maximum earnings on which compensation may be based are increased to \$3,000.

MANITOBA

One of the most important Acts of the 1949 session of the Manitoba Legislature, which met on February 8 and prorogued on April 22, is the Hours of Work Act, the first statute of the kind in the Province, which limits the hours of work of employees in certain scheduled industries and occupations to eight in a day and 48 in a week for men, and eight in a day and 44 in a week for women, unless overtime rates of time and one-half are paid. Two new Acts, one dealing with inspection and operation of steam and pressure plants, the other providing for certification of engineers and firemen, were enacted to replace an earlier statute. Old age and blind pensioners may now receive an additional payment up to \$5 a month depending on the amount of their outside income. The School Attendance Act was amended.

Hours of Work

By the enactment of the Hours of Work Act, effective July 1, working hours in "industrial undertakings" in Manitoba must be confined to eight in a day and 48 in a week for male workers and to eight and 44 for female workers unless time and one-half is paid for all time worked after those limits. Meal intervals during which the worker is not on duty are not included.

The only previous limitation on hours in the Province was that imposed under the authority of the Minimum Wage Act which empowers the Minimum Wage Board to limit hours notwithstanding the provisions of any other statute. Until amended in 1949, orders under the Minimum Wage Act fixed a maximum for women of nine hours in a day and 48 in a week, except with a permit from the Minister of Labour. By a recent revision of these orders (L.G., 1949, p. 617) the restrictions on hours were made to conform with the requirements of the Hours of Work Act.

In fixing maximum daily and weekly hours which apply unless overtime rates of time and one-half are paid, the new Manitoba Act is like that of Saskatchewan which was passed in 1947 (L.G., 1947, p. 1490). In Saskatchewan, limits are eight and 44 hours for both men and women.

The Act applies in the cities of Winnipeg, St. Boniface, Brandon and Portage la Prairie; the towns of Tuxedo, Transcona, Flin Flon and Selkirk; the village of Brooklands; and the rural municipalities of Assiniboia, Charleswood, East Kildonan, Fort Garry, North Kildonan, Old Kildonan, St. James, St. Vital and West Kildonan.

Industries and occupations covered are set out in a schedule to the Act. These are: mining, quarrying, manufacturing, works of construction and repair, barbering and hairdressing, offices, the mercantile industry, the insurance business, baking, catering, processing and distribution of milk and milk products, the operation of passenger and freight elevators, road transport and clerical work in hotels.

"Industrial undertaking" is defined as any establishment, work or undertaking in or about any of the industries listed above, but does not include a religious, charitable or correctional institution or organization, a hospital or a municipal or other public body.

The Manitoba Labour Board which, under the direction of the Minister of Labour, is to administer the Act may, with the approval of the Lieutenant-Governor in Council, make regulations suspending the application of the Act to any undertaking or class of undertakings or to any area of the Province.

The Board may also, on the application of an employer or of a representative group of employees for the purpose of providing an opportunity for the making of an application under other provisions of the Act, by order exempt a part or the whole of an undertaking, or a group or class of employees from the hours provisions of the Act, on

such terms as it may prescribe. No order may remain in force after December 1, 1949. No application for such a temporary exemption may be made after August 31, but the Board may extend the term of an order until the application may be considered.

Excluded from the Act are persons employed in an undertaking where only members of the employer's family are employed; those chiefly engaged in supervisory, management or confidential duties; travelling salesmen; and workers who perform custodial and maintenance duties when an undertaking is not operating which require active work for not more than 30 minutes in each hour.

Certain variations in working hours are permitted. The daily eight-hour limit may be exceeded in accordance with an established working schedule or in order to adopt a five-day week, without payment of time and one-half, so long as weekly hours are not greater than 48 or 44, as the case may be.

As in Saskatchewan, the Board may permit employees in shops to work up to 11 hours on one or more days in each week at regular rates, if the weekly limit is not exceeded.

Shift workers may be required to work longer hours than those permitted by the Act without payment of overtime rates, provided that the average number of hours worked over a period of weeks as may be prescribed by the Board does not exceed eight and 48 or 44, unless overtime rates are paid.

As in other provinces, the Board, having regard to any existing custom or agreement, may permit exemptions where in its opinion it is not feasible or reasonable to apply the limits set by the Act to an undertaking or class of undertakings or to any class of workers and may by order authorize such daily, weekly or monthly maximum number of working hours as it deems fair or reasonable, applicable during such periods of the year as it deems proper.

As in the Ontario Act, the Board may authorize daily or weekly limits to be exceeded without payment of overtime rates if it is satisfied that the nature of the work or the materials or methods used require extended hours.

As in other provinces, the hours limits may be exceeded in case of accident, urgent work to machinery or plant or in case of an occurrence beyond human control but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking. The employer must report emergency work to the Board in

writing within 30 days stating the reason for and the extent of the work and the names of the workers involved.

The Board is empowered to hold an inquiry into an alleged partnership, association, scheme of profit-sharing or joint adventure which it considers is being used to defeat the purpose of the Act and may make an order declaring persons specified to be employers or employees for the purposes of the Act.

With the Minister's approval, the Board may hold general inquiries concerning any matter arising out of the administration or operation of the Act and must report its findings to the Minister.

Regulations may be made by the Board, with the Government's approval, providing for the inspection of industrial undertakings, and for the production by employers of books, accounts and records, requiring the use of mechanical devices for ascertaining or recording time worked by employees, and determining Board procedure in holding inquiries.

Where there is any conflict of legislation, the provisions of the Hours of Work Act are to prevail.

Steam and Pressure Plants

Inspection, certification and operation of all steam and pressure plants, including refrigeration plants, are provided for in the new Steam and Pressure Plants Act which replaces and repeals the Steam Boiler and Pressure Plant Act of 1933 (L.G., 1933, p. 699). The new Act has not yet been proclaimed.

The earlier legislation dealt with both the inspection of boilers and pressure vessels and the licensing of operating engineers. Provisions regarding examination and certification of operating engineers and firemen have now been placed in a separate statute which is summarized below.

The Act has been revised to cover plants as well as boilers and pressure vessels. "Steam plant" is defined as an installation used for generating or utilizing steam under pressure including the boiler, and "pressure plant", similarly, means an installation for utilizing or confining under pressure any liquid or gaseous substance other than steam, including the compressor. With a minor change, exemptions under the Act are the same as before.

Exempted from the Act are steam plants which develop less than three horse-power, those subject to inspection under the Railway Act (Canada) and the Canada Shipping Act and those used for heating residential buildings housing not more than two families.

Also excluded are pressure plants having a capacity of less than 1½ cubic feet, those operated subject to a pressure of less than 50 pounds to the square inch, and those subject to inspection under the Explosives and Railway Acts (Canada).

For the most part, provisions concerning the powers and duties of inspectors, and duties of owners are unchanged. New sections lay down the duties of makers, vendors and installers of boilers and pressure vessels.

The onus of causing plants and pressure vessels to be regularly inspected is placed on the Minister of Labour who is charged with the administration of the Act. As far as practicable, inspections of steam and refrigeration plants must be made annually; of other pressure plants and pressure vessels; once in two years; and of portable gas containers, once in five years. As before, a special inspection must be made of any plant and pressure vessel reported or believed to be unsafe.

The Act also places on the person who sells a boiler or pressure vessel, before completing a sale, and on the installer, after an installation is made and before its operation or use, the duty of causing an inspection to be made by an inspector, and in each case an inspection certificate issued by the Minister must be furnished to the buyer and to the owner, respectively.

Every maker of a boiler or pressure vessel must construct it in accordance with the conditions prescribed in the regulations, and before he uses, delivers, sells or disposes of it he must obtain an inspection certificate.

An inspector must condemn as unfit for use an unsafe plant, boiler or pressure vessel, or may order repairs or alterations to be made. In the latter case, he may fix the time allowed for compliance. A notice of condemnation or an order requiring repairs or alterations to be made must be given to the owner by delivering it at the plant or by sending it by registered mail.

Subject to a fine of \$5 a day for each day the offence continues, an owner may not permit his plant to be used, and no person may operate a plant for which an inspection certificate has not been issued or where the inspection certificate has expired. In the latter case, operations may be continued, provided that the owner has notified the Minister, in advance of the date when the certificate will expire, that no reinspection has been made and that in his opinion the plant is in safe operating condition. Subject to the same fine, a person may not operate a plant subject to a pressure higher than that authorized in the inspection certificate, and the owner must post the inspection certificate in a conspicuous place. When a plant, boiler or pressure vessel is

condemned, the owner must deliver the inspection certificate to the inspector or to the Minister. Only when the plant, boiler or pressure vessel has been passed for use by the inspector and a new inspection certificate issued may operations be resumed.

If a person operates, or an owner permits the operation of a condemned plant contrary to the above provisions, or one which has not been inspected after an explosion, he is liable on summary conviction to a fine of not less than \$50 and not more than \$200.

The equipment of the following classes of plants must be operated by or be in the charge of an engineer holding a certificate of qualification under the Operating Engineers and Firemen Act: steam plants of five (formerly three) or more boiler horse-power operated at a pressure exceeding 15 pounds (formerly 30 pounds) to the square inch or with safety valves set to permit a pressure exceeding 15 pounds (formerly 30 pounds) but not including steam plants used on farms for farming purposes only; pressure plants of 75 or more horse-power operated subject to a pressure exceeding 50 pounds to the square inch; refrigeration plants of a capacity of 15 tons or more, where the pressure exceeds 50 pounds to the square inch.

The provisions for rating of plants in order to determine the class of engineer's certificate required by the operator have not been materially changed.

The Lieutenant-Governor in Council is empowered to make regulations which may prescribe conditions respecting the design, registration of design, construction, inspection, inspection during construction, identification, testing, installation, service requirements, operation, maintenance, repair and alteration of plants, boilers and pressure vessels and equipment in connection therewith; may govern the classification of plants, boilers, pressure vessels and equipment; and may adopt as regulations any relevant codes, rules or standards, with or without modification, or any part of such codes.

Operating Engineers and Firemen

To come into force on proclamation, a new statute, the Operating Engineers and Firemen Act, re-enacts, with some changes, the provisions for examination and certification previously contained in Part II of the Steam Boiler and Pressure Plant Act. Provision is made for the issuance of firemen's certificates as well as of operating engineers' certificates, as heretofore, but the

various classes of certificate and the kind of certificate required for operating each class of plant are not now set out in the statute but are to be prescribed by the Lieutenant-Governor in Council.

Qualifications required of candidates for the various kinds of certificates will also be prescribed by regulation. The Act merely stipulates that a candidate must be a British subject of the age required by the regulations (formerly specified as 21 years) and must have passed the necessary examinations or must hold a certificate, deemed by the Board of Examiners to be sufficient, from another Canadian province or from any part of His Majesty's Dominions.

The Act prohibits any person from operating any steam or pressure plant unless he holds the certificate required under the Act for operating that class of plant.

Similar sections to those in the Steam and Pressure Plants Act enumerate the classes of plants which must be operated by or under the direct supervision of operating engineers holding subsisting certificates. A steam plant used for heating purposes which is subject to a pressure of less than 15 pounds to the square inch and which has a capacity of over 50 horse-power must be operated only by or under the direct charge of a certificated engineer or fireman.

Special certificates may be granted by the Minister on the recommendation of the Board of Examiners, valid for not more than six months. Provision is made for a further extension of three months, but no longer. Formerly, such special certificates were good for a period not exceeding 90 days.

The Board of Examiners must furnish the Minister on or before May 1 of each year with certain information, including: (a) the number of candidates who have applied to write examinations; (b) the number of certificates issued; (c) the number of cancellations and suspensions. The penalties for offences against the Act may not be less than \$20 nor more than \$100.

School Attendance

Amendments were made in the School Attendance Act under which the school-leaving age is 14 unless a district with an attendance officer passes a by-law requiring attendance up to 15. Children between 14 and 16 must attend school if not regularly employed in industry, household duties or farm work.

The Act, as now amended, provides that in districts where attendance to 15 is compulsory, a child may be exempted from attending school if he has reached the full age of 14 and has obtained a certificate signed by his parent or guardian, the school

attendance officer, and the superintendent of public schools for the district, or if there is no such officer, by the school principal.

A further change reduces the period during which a child over the age of 12 may be released from attending school for the purposes of husbandry or necessary home duties from "six weeks in any school term" to "four weeks in any school year".

Special Old Age and Blind Pension Assistance

An Act, in force from March 1, 1949, provides for special assistance to municipalities for old age and blind pensioners in addition to the regular payments under the Old Age and Blind Persons' Pensions Act.

The payment to be made to pensioners is to be determined by the amount of their outside income over and above their pension. The sum to be paid is to equal one-half the amount by which \$480 exceeds the sum of the pension and other income. "Other income" in the case of an unmarried person means his income, apart from his pension, as that income is calculated under the Old Age Pensions Act (Canada) and regulations. If the pensioner is married, one-half of the income of pensioner and spouse apart from their pensions is taken. For example, a pensioner with no income except his \$30 monthly pension receives \$360 a year. The Government will pay half the difference between \$360 and \$480, i.e. \$60 a year. If the extra income of the pensioner amounted to \$80 yearly, his total income would be \$360 plus \$80 or \$440 and he would be eligible to receive from the Government \$20 a year. The special payments are to be made in twelve equal monthly instalments.

For pensioners living permanently in unorganized territory in the Province, the Government will, in addition to the special assistance payable as above, pay a further amount based on need. Neither this payment or the special assistance may be more than \$60 in order that the total income of the pensioner may not exceed \$480.

No special allowances may be made to a pensioner living permanently in another province which has old age pension legislation unless reciprocal arrangements have been made between the provinces.

In the case of a pensioner maintained by a municipality in an institution or boarding house during January and February, 1949, who is eligible for special payment after March 1, the municipality may, upon meeting the requirements of the Old Age and Blind Persons' Pensions Board, be reim-

bursed up to the amount the pensioner would have been eligible to receive in those months.

Provision is also made for municipalities to provide additional assistance to pensioners, if they so desire. The municipality may, by by-law, request the Pensions Board to pay such further special assistance on their behalf, of an amount not exceeding the Government contribution. The amount paid shall then be a debt due by the municipality to the Government.

The Lieutenant-Governor in Council may make regulations under the Act.

Miscellaneous

An amendment to the Credit Unions Act, 1946, provides that neither the treasurer nor the secretary of a credit union may be members of either the credit committee or the supervisory committee.

The Interpretation Act provides that a holiday falling on Sunday shall be celebrated the following day. Accordingly, when Christmas falls on a Sunday, as will occur in 1949, it will be celebrated on December 26 and, by a 1949 amendment, December 27 is declared a holiday in lieu of Boxing Day. The Act already provides that December 26 (Boxing Day) shall be a holiday.

An amendment to the Social Assistance Act, retroactive to January 1, 1949, provides financial assistance to municipalities for giving direct aid to indigent persons by way of food, clothing, shelter, fuel, light and water; medical, dental and optical care; burial; and maintenance of children under the Child Welfare Act. The amount of the yearly grant paid to each municipality is to be a proportionate amount of \$300,000, as determined by the Minister of Health and Public Welfare, according to the total expenditure of the municipality for social assistance in the preceding year in relation to the aggregate amounts spent in social assistance by all municipalities.

By an amendment to the Public Schools Act, the School District of Winnipeg, may by by-law, provide for the payment of a cost-of-living bonus to its former employees who are retired on pension. The amount must not exceed the bonus being paid by the district to its present employees.

A minor change was made in the Garage Keepers Act which provides that a garage keeper has a lien on a motor vehicle for repairs made, up to the cost of such repairs. The amendment stipulates that the repairs must be done by or under the supervision of an automobile repair mechanic holding a certificate of qualification under the Apprenticeship Act.

Bills not Passed

A Private Member's Bill to amend the Manitoba Labour Relations Act, 1948, was withdrawn after first reading. The Bill would have defined "employee" to include superintendents who are specifically excluded by the existing Act. An addition to the unfair labour practice section would protect the pension rights or benefits of employees who cease to work as the result of a legal strike or lockout, or who are dismissed contrary to the Act.

The Bill would have added a "check-off" clause requiring union dues to be deducted by the employer on the request of a certified trade union or of an employee. Further, the Bill would have repealed several provisions and would have had the effect of: (1) allowing a municipal police force to be certified, if affiliated with a provincial, national or international trade union or association of trade unions; (2) allowing a municipal police force to strike; (3) preventing the Manitoba Labour Board from revoking the certification of a bargaining agent when it considers it no longer represents the majority of the employees; (4) including under the provisions of the Act all employees of the Provincial Government, or of any Government-appointed board, commission, association or similar body; (5) removing the provisions which permit the prosecution of employers' organizations and trade unions, which, under the present Act, are deemed to be legal entities, and which require the consent of the Board before a prosecution may be instituted.

The Bill also would have repealed the section enabling the Minister to appoint industrial inquiry commissions to investigate and report on alleged violations and would have provided for the imposition in the magistrate's court of penalties which are laid down in the Act for violation of a Board order.

A Bill to amend the Vacations with Pay Act, which would have provided two weeks' vacation with pay, instead of one week, as at present, to employees who work for one year with the same employer, was withdrawn after first reading.

A proposed amendment to the Workmen's Compensation Act would have limited the term of office of directors of the Workmen's Compensation Board to two years but would have permitted their re-appointment by the Lieutenant-Governor in Council.

Designed to protect certain civil rights and to prevent discrimination on grounds of race, creed, religion, sex, colour or national origin, a Private Member's Bill similar to those presented in the past two years again failed to pass.

Resolutions

A motion, carried on April 8 by a vote of 20 to 11, stated that in the opinion of the House all trade unions and employees' associations in Canada, organized for the purposes of collective bargaining and the regulation of relations between employers and employees, should be completely autonomous within Canada without any control, domination or jurisdiction being exercised over them from outside Canada and should be governed only by Dominion and provincial laws.

The House, by a resolution of April 21, urged the Government to instruct the Health Survey Committee, set up by the Provincial Government in order to make a survey in Manitoba of existing health, hospital and related facilities and services, to give particular consideration in its report to the establishment of a prepaid hospitalization plan in Manitoba as part of a general plan for improved health services and to make a report on this plan at the next session of the Legislature.

ONTARIO

The 1949 session of the Ontario Legislature opened on February 10 and prorogued on April 8. Among the measures passed was one amending the Workmen's Compensation Act which increased the compensation payable for disability from 66 $\frac{2}{3}$ per cent to 75 per cent of average earnings, and the maximum amount of average earnings to be taken into account in computing compensation from \$2,500 to \$3,000. The Police and Fire Departments Acts were re-enacted to provide for provincial grants, on the basis of the previous year's expenditures, to compensate municipalities for additional expenses caused by legislation requiring collective bargaining and by the necessity for increased efficiency.

Workmen's Compensation

The Workmen's Compensation Act was amended to increase the basic rate of compensation for disability from 66 $\frac{2}{3}$ per cent to 75 per cent of average weekly earnings, and the maximum average earnings on which compensation may be based from \$2,500 to \$3,000 per annum. These changes will come into effect on January 1, 1950, and will apply only to accidents happening on or after that date.

In death cases, monthly compensation to all dependants, exclusive of burial expenses and the lump sum of \$100, must not exceed the workman's *average monthly earnings* (formerly, two-thirds of average earnings). Where monthly compensation payable exceeds average monthly earnings the com-

pensation must be reduced, and where several persons are entitled to benefits the payments must be reduced proportionately, but this provision must not affect the payment of the minimum of \$50 fixed for the widow or invalid widower, with \$12 for each child under 16, and \$20 for each orphan child, unless benefits to such dependants exceed \$100 a month. This section of the Act is retroactive to July 1, 1948.

The Act now places a limit of \$100 a month on the compensation to be paid to dependants other than consort or children. As before, such dependants are to receive a sum which is reasonable and proportionate to the pecuniary loss, to be determined by the Board.

The Board's authority to continue compensation up to the age of 18 years to children who are attending school has been extended to permit payments to be made to the close of the school year when the child's eighteenth birthday occurs during the school year.

Five Private Members' Bills seeking to amend the Act failed to pass. One would have required any workman exposed to silica dust to be given an annual X-ray examination and where any lung injury was discovered, an examination every two months thereafter. A second would have provided for compensation for disability which is in part the result of an accident and in part the aggravation of a pre-existing condition. Another Bill proposed an amendment which was made in 1949 and noted above—the change in the basic rate of compensation for disability from 66 $\frac{2}{3}$ to 75 per cent of earnings. This Bill also would have reduced from seven to three days the period of disability for which no compensation is payable unless the disability continues beyond that period. A further Bill would have eliminated this seven-day period entirely, and increased the basis of compensation to 100 per cent of earnings. The fifth Bill proposed to raise the maximum amount of earnings on which compensation may be based from \$2,500 to \$3,500.

Industrial Standards

A new subsection added to the Industrial Standards Act, retrospective to November 1, 1938, brings the Act into conformity with present practice. It provides that for an interprovincially competitive industry the zone designated by the Minister of Labour must be the whole of Ontario and any industrial standards schedule established for the industry may

provide for varying wages and hours and days of labour for different areas within the zone.

Municipal Police and Fire Departments

Policemen.—The Police Act, 1949, is largely a re-enactment of a 1946 Act and 1947 and 1948 amendments. There were no changes with respect to collective bargaining rights. A member of a municipal police force may not become a member of a trade union, but members of the force may form an association for bargaining purposes (L.G., 1947, p. 841). The municipal council is required by the Act to bargain in good faith with a bargaining committee when requested in writing by a majority of the full-time members of the police force, or with the association if there is one and if at least half of the members of the force belong to it. It is now stipulated that such negotiations are to determine wages and working conditions of the members of the police force other than the chief constable.

A new feature of the 1949 Act is provision for an annual grant from the Province to every municipality having a police force, but the grant is not to be made (1) unless all members of the police force are under the Workmen's Compensation Act or a benefit plan approved by the Workmen's Compensation Board; or (2) where the municipal council or Board of Commissioners of Police is in default with respect to the collective bargaining provisions of the Act or under any agreement or award made under those provisions; or (3) unless a pension plan approved by the Superintendent of Insurance has been established under certain specified conditions. Grants are based on the previous year's expenditures and range from 10 to 25 per cent according to population.

Firemen.—The Fire Departments Act, 1949, is a consolidation of the 1947 Act and 1948 amendments and includes some new provisions. There are no changes with respect to hours of work under the platoon systems (L.G., 1945, p. 1697; 1946, p. 829) but it is now expressly stated that no full-time fire-fighter must be required to be on duty more than 72 hours on the average in any work-week. This applies to full-time fire-fighters in every municipality having a population of not less than 10,000.

Provisions which require collective bargaining between a municipal council and a bargaining committee of the full-time fire-fighters remain the same except that they now exclude the chief of the fire department.

As in the Police Act, a new section provides for an annual grant from the Province to every municipality having a fire department if the same conditions are met. Authority is given to the Fire Marshal to establish a central fire college for the training of fire department officers, and also regional schools, and to provide travelling instructors for fire-fighters.

Mine Rescue Stations

Administrative changes have been made in the Mining Act with respect to mine rescue stations, placing the responsibility for their establishment and operation upon the Minister of Mines rather than the Chief Inspector. It is specifically stated that the mine manager must be responsible for the supervision and direction of mine rescue crews in all rescue and recovery operations conducted at the mine. A new subsection provides that the cost of establishing, maintaining and operating mine rescue stations must in the first instance be paid out of Consolidated Revenue and that the Workmen's Compensation Board must at the end of each quarter reimburse the Consolidated Revenue Fund. A 1948 amendment to the Workmen's Compensation Act provided that such expenses are to be paid out of the Accident Fund. A further new provision requires all moneys received from the sale or disposal of any equipment, buildings or machinery from mine rescue stations to be paid to the Workmen's Compensation Board to be placed to the credit of the class funds of the employers in the mining industry.

Credit Unions

The section of the Act regulating the investment of a credit union's funds has been re-written. It now provides that the funds not required for loans to members or for the guarantee fund must be invested in any investment that is authorized by the Companies Act for the investment of the funds of a joint stock insurance company. An investment other than this may be made if approved by a resolution passed by a two-thirds majority of members present at a meeting called for the purpose, but such resolution may not affect more than 10 per cent of the share capital and deposits of the credit union, and the aggregate of all investments so made by resolution is not to exceed 25 per cent of its share capital and deposits. Any investment heretofore made which does not comply with the above provisions must be disposed of at the first opportunity and in no event may be renewed.

By-laws passed by any league of credit unions (that is, a group of 10 or more unions incorporated under the Act) now may become operative when approved by the Registrar. Previously, the approval of the Minister was required. The powers of the credit committee are clarified by the requirement that the committee must not approve any loan that is greater in amount than the maximum amount that may be loaned to a member as set out in the by-laws of the credit union. The provisions regarding alleged misappropriation of funds and bonding of officers handling money have been extended to include an "employee engaged by the board of directors" as well as "any member of the board of directors or credit committee or any officer".

Bills not Passed

Five Bills seeking to amend the Hours of Work and Vacations with Pay Act were voted down. In these were included proposals to reduce the maximum weekly hours of work to 40 without reduction in weekly pay; to limit overtime to eight hours in a week and 100 in a year; and to require payment at the rate of time and one-half for overtime. Two Bills would have pro-

vided for two weeks' vacation with pay instead of one, and another would have provided for one week's vacation with pay after one year's employment and two weeks after two or more years' employment, with vacation credits of 2 per cent during the first year and 4 per cent during the second or each subsequent year.

An Act to protect Certain Civil Rights, designed to prohibit discrimination against any person by reason of race, nationality or religion in such matters as employment, education, or right of access to any place serving the public, was introduced but failed to get beyond first reading.

An amendment to the Rights of Labour Act, 1944, would have provided that no application for an injunction in connection with a strike or lockout might be made in any court without the consent of the Ontario Labour Relations Board.

An amendment to the Minimum Wage Act proposed to establish a minimum wage of 75 cents per hour for all workers except apprentices.

A Bill to provide for equal pay for equal work for women was given six months' hoist by a vote of 47 to 33.

Recent Regulations Under Dominion and Provincial Legislation

The Fair Wages Policy of the Government of Canada as set forth in an Order in Council of June 7, 1922 (P.C. 1206), has been amended as regards the conditions which apply in the case of contracts for the manufacture of certain supplies and equipment for the Government. Specific minimum rates inserted in 1934 have been removed and the requirement laid down that wages paid must not be less than those established by provincial statute or regulation. A number of pilotage by-laws were amended.

Recent changes in provincial regulations include the revision by the Alberta Workmen's Compensation Board of safety regulations for gas and oil well-drilling plants. In British Columbia, two new minimum wage orders cover workers in the grass-dehydration industry and in plumbing and pipe-fitting. Workers employed in searching for mineral deposits in B.C. are now permitted to work more than eight hours in any 24, if the employer has secured a permit from the Department of Mines. More stringent regulations have been made under the Quebec Public Health Act to protect workers from lead poisoning and against harmful substances in the air of workplaces.

DOMINION

Canada Shipping Act

Pilotage Dues.—Pilotage rates in the Bathurst, Caraquet and St. Lawrence-Kingston-Ottawa Pilotage Districts were increased by Orders in Council P.C. 1884, 2485, and 1619, which were gazetted on May 11, June 8 and May 25, respectively.

In order to meet the increased cost of maintaining the pilotage service in the New Westminster Pilotage District, a surcharge of 20 per cent was added to the pilotage rates for a period of one year by an Order in Council (P.C. 2293) made on May 9 and gazetted May 25.

In the Montreal District, the surcharge on pilotage dues was raised from 10 to 12½ per cent by an Order in Council (P.C. 2363) of May 9, gazetted May 25. A further change provides that the number of pilots to be licensed in the Montreal District will now be determined on the basis of 50 pilots for each 3,500 trips per year according to the average trips made in the preceding three-year period, instead of on the basis of 50 pilots for each 3,000 trips.

The by-laws governing the District of British Columbia were amended to provide for the compulsory payment of pilotage dues for all vessels over 250 tons register except those which are exempted under the Canada Shipping Act. Moneys collected from vessels not using a pilot must be paid into the British Columbia Pilots' Pension Fund. Other amendments which were made by Order in Council (P.C. 1618) of April 14, gazetted May 11, provide for changes in the scale of rates to be charged vessels proceeding to West Coast ports, and for travelling expenses of pilots. The charge made for each occasion on which a pilot boat stationed at Victoria is used for the purpose of embarking or disembarking a pilot was raised from \$5 to \$10.

By an amendment to the regulations for the Bras D'Or Lakes District, steamships registered in any part of His Majesty's Dominions voyaging between ports in Nova Scotia, or between ports in Nova Scotia, New Brunswick and Prince Edward Island are no longer exempt from the compulsory payment of pilotage dues. The amendment was made by an Order in Council (P.C. 2584) on May 23 and gazetted June 8.

Fair Wages Policy

Amendments have been made to the Dominion Fair Wages Policy by an Order in Council (P.C. 1272) approved on May 2, and gazetted May 25. The Fair Wages Policy, adopted originally as a Resolution of Parliament in 1900, and later expressed in an Order in Council of June 7, 1922, which was subsequently amended, requires Government contractors to pay on Government work wage rates not less than those generally accepted as current for competent workmen in the district in which the work is performed. The Fair Wages Order in Council contains certain labour conditions designated "A" which are applicable to contracts for building and construction work, and certain other conditions marked "B" which apply to contracts for the manufacture of various classes of Government supplies and equipment.

With regard to the latter ("B" conditions), the schedule of minimum wage rates laid down in 1934 by Order in Council to

supplement the provisions requiring the payment of current rates (L.G., 1935, p. 24) has now been removed.

The 1934 amendment retained the provision for the payment of wage rates not less than current rates, or fair and reasonable rates if there were no current rates, but stipulated that in no event must the wage rate for male workers of 18 and over be less than 30 cents an hour, and for female workers of 18 and over, less than 20 cents an hour. These rates were increased to 35 cents an hour for males and 25 cents for females by Order in Council (P.C. 3884) of May 10, 1941 (L.G., 1941, p. 792). The latter Order was revoked by Order in Council (P.C. 7679) of October 4, 1941 (L.G., 1941, p. 1226), which made the 35- and 25-cent rates applicable to *all* employees in an establishment of a contractor or sub-contractor engaged in the manufacture of supplies and equipment for the Government, regardless of whether such employees were actually engaged in the execution of the contract. In addition, a minimum rate of 20 cents an hour was set for workers under 18. This order lapsed on April 1, 1947, whereupon the original minimum wage rates set out in the 1934 Order came back into effect.

The Order in Council, as now amended, provides for the observance of current wage rates or of fair and reasonable rates where there are no current rates, and, in lieu of minimum wage conditions, stipulates that in no event must the wages for the particular classification or classifications of labour concerned be less than those established by *statute or regulation of the province* in which the work is being performed.

PROVINCIAL

Alberta Labour Act

Elevator Repair Crews.—The annual exemption of grain elevator repair crews from the hours of work provisions of the Alberta Labour Act was made by Order 13, on April 14 and gazetted April 30. Extending this year from May 1 to October 31, the exemption covers employees of the United Grain Growers Limited, Alberta Wheat Pool and North-West Line Elevators' Association who are working on the overhaul and repair of engines, scales and elevating and cleaning machinery, repairs to driveways and buildings, splicing of rope and painting.

Holidays with Pay.—As the result of an amendment to the Holidays with Pay Order (No. 6) covering workers employed in the construction industry (L.G., 1947, p. 1334), the term "working year" now covers the period of 12 calendar months between

June 1 and May 31 instead of the period from July 1 to June 30. This Order entitles a workman whose employment is not continuous with one employer throughout the year to holiday credits of 2 per cent of his earnings from each employer, and one who is continuously employed by the same employer for two or more years to a credit of 4 per cent of earnings. In line with the above amendment, which was approved by Order in Council 584-49 on May 10 and gazetted May 14, workers are to present their stamp books for payment within 10 months after June 1 of each year.

Alberta Workmen's Compensation Act

The industry of furniture polishing, painting and varnishing has been brought under the Workmen's Compensation Act from January 1, 1949, by notice of the Workmen's Compensation Board which was gazetted May 14.

Safety Regulations.—Revised safety regulations issued by the Workmen's Compensation Board for the erection of derricks and for the drilling, cleaning, repairing, operation and maintenance of oil and gas well-drilling plants, rigs and equipment (Order 14) which were made on May 7 and gazetted May 31, replace the regulations issued in 1942 (L.G., 1942, p. 692).

The new regulations lay down the general requirement that no derrick, buildings, machinery, tools or other equipment may be used which are not so constructed, protected, placed and operated as to afford reasonable safety to persons employed in or around gas or oil wells.

As in the earlier regulations, safety requirements are set out in detail for cellars, derricks, platforms, ladders, auxiliary means of escape, safety belts and lines, rotary and standard drilling rigs, oil and gas storage tanks and certain other equipment. A detailed section dealing with electrical wiring and equipment is new. Effective from January 1, 1950, it sets forth specific rules for electrical installations. Formerly, it was merely stated that the installation of electrical wiring and equipment should conform to the Canadian Electrical Code and the Electrical Protection Act and regulations.

With a view to minimizing the number of accidents, changes were made in other provisions of the regulations both with regard to working conditions and to equipment.

Toolpushers and drillers must be responsible for the safety of all workers under their supervision. This does not, however, relieve the employer of his responsibility for safety. Spudding in or drilling opera-

tions at an oil or gas well are prohibited until all moving parts of machinery are completely guarded.

When an inspector or other authorized person discovers unsafe conditions or equipment which are not specifically covered by the regulations, he may require the employer to make any changes necessary to remove the possibility of accidents.

A new provision requires the engine room, pumphouse, derrick floor, and fourble board to be adequately enclosed to a sufficient height to protect workers from the weather during the months from November to March, inclusive.

The precautions which must be taken by workers with regard to safety belts and lines, hard hats, gas masks, and as regards smoking are substantially the same as in the earlier regulations. Gas masks and air line masks or other breathing apparatus which must be used when working in a gaseous area must be approved by the Workmen's Compensation Board or by the Mechanical Branch of the Department of Public Works for Alberta. Hard hats must be worn by all workmen when employed on the derrick and derrick floor and during the erection and dismantling of derricks when employed on the derrick floor. No worker may ride the travelling block, hooks or elevators, nor slide down cables, rope lines, pipes or Kelly hose. Other new sections added deal with ladders, derrick platforms, auxiliary means of escape, and pipe racks.

Identical regulations have been issued under the Factories Act by Order in Council 544-49, gazetted May 14. Earlier regulations are rescinded.

British Columbia Hours of Work Act

The exemption under which hours of bartenders, waiters and utility men working a split shift in premises licensed to sell beer should be confined within a 13-hour period, instead of the 12-hour limit set by the Act, is continued for another three months up to and including July 31, by an Order (34C) made on May 12, and gazetted June 2. A previous Order permitted this exception to April 30 (L.G., June, 1949, p. 745).

All persons who are employed in the grass-dehydration industry, except office employees, are exempted from the Hours of Work Act for the period from April 1 to September 30 in each year, by Regulation No. 35 of the Board of Industrial Relations made on May 26 and gazetted June 2. The exemption includes all opera-

tions in establishments operated for the purpose of dehydrating or processing grasses, clovers, and alfalfa.

British Columbia Metalliferous Mines Regulation Act

Hours of Work.—From May 1, workers employed in the search for and preliminary exploration of mineral deposits by work done in or from the surface of the ground may work for more than eight hours a day provided a permit authorized by the Minister of Mines has been obtained, by an Order in Council made on May 2, gazetted June 2.

This exception was made under the authority of Section 17 of the Act which permits the Lieutenant-Governor in Council, after investigation and on the recommendation of the Minister, to vary the provisions of the Act which prohibit persons to be employed underground or at or about mines and quarries for more than eight hours in any 24.

The work for which an employer may obtain such permit must not include driving adit tunnels which extend a distance greater than 40 feet from the surface and sinking shafts which extend more than 10 feet below the surface.

Regulations authorizing permits to be granted to operators of quarries allowing workers to be employed up to 10 hours in any 24 were noted in the April issue of the *LABOUR GAZETTE* at p. 455.

British Columbia Male and Female Minimum Wage Acts

Grass Dehydration.—Both men and women workers in the grass-dehydration industry are brought under the Minimum Wage Acts for the first time by Order 14 made on May 26, gazetted and effective on June 2. The minimum wage fixed for these workers is 60 cents an hour.

As in other orders, the Board may issue permits in writing authorizing the payment of a wage less than the minimum for handicapped and part-time employees and apprentices.

Except as authorized by the Board, the hours of work of any employee must not exceed eight in a day and 44 in a week from October 1 to March 31, inclusive. During this period time and one-half must be paid for all work done after eight and 44 hours. For the remainder of the year, from April 1 to September 30, time and one-half must be paid after eight and 48 hours.

A worker who is called to work by the employer must be paid not less in any one day than an amount equal to two hours' pay

if called to work and not put to work, nor less than four hours' pay if put to work.

Plumbing and Pipe-fitting.—From July 25, plumbers and pipe-fitters are brought under the Male Minimum Wage Act by Order 13, made on June 16, gazetted June 23. Workers who are permanently employed on maintenance work in industrial or manufacturing establishments and in public and private buildings are not covered.

A minimum of \$1 an hour is set for these workers, except in the case of handicapped and part-time workers and apprentices. For all time worked after eight hours in a day and 44 in a week a permit must be obtained from the Board and time and one-half the worker's regular rate must be paid.

A worker who reports for work on the call of an employer must be paid at his regular rate for the entire period spent at the place of work, with a guarantee of at least two hours' pay.

The usual provisions regarding semi-monthly payment of wages, posting of orders and keeping of records are included in both new Orders.

British Columbia Workmen's Compensation Act

By a change in the schedule of industrial diseases under the Act, effective June 1, 1949, dermatitis contracted from "ragweed or other plant life poisonous to human beings" is made compensatable, as well as dermatitis caused by exposure to poison ivy or poison oak, as formerly. This regulation was made on May 26 and gazetted June 2.

Ontario Old Age Pensions Act

A cost-of-living bonus equal to 8.33 per cent of the amount of the pension for which a pensioner is eligible and regardless of his need must now be paid to old age pensioners in Ontario. Further, additional amounts of cost-of-living bonus are provided for to help cover the cost of board and lodging, in cases where a pensioner resides in a province other than Ontario which pays a supplemental allowance, and in cases of exceptional need other than those already noted, but such additional amounts must not total more than \$10 a month and may not be paid to pensioners residing in homes for the aged and in charitable institutions, and to those who are patients in mental hospitals. Sections of the general old age pensions regulations dealing with a cost-of-living bonus were revised on April 14 and gazetted April 30 (O.Reg. 62/49).

Formerly, the regulations permitted a cost-of-living bonus not exceeding \$10 a

month based on need to be paid at the discretion of the Old Age Pensions Commission (L.G., 1947, p. 1498; 1948, p. 1439).

Where a pensioner pays more than \$10.50 a month for shelter (formerly \$8) or more than \$26.50 a month for board and lodging (formerly \$24), provided that his total income including pension and cost-of-living bonus does not exceed \$480 a year, the excess up to \$7.50 a month in either case (formerly \$10) must be paid to him as a cost-of-living bonus.

As before, payment of a bonus in cases of exceptional need, confirmation of which appears in the records of the Department of Public Welfare, is left to the discretion of the Commission but such payment may not now exceed \$7.50 rather than \$10 a month.

No bonus may be paid under any of the above provisions to a pensioner residing in a Canadian province other than Ontario if the province does not pay any additional amount over the basic pension to which the Dominion contributes. If, however, a province pays a supplemental allowance, a bonus not exceeding the amount of the supplemental allowance may be paid.

The regulations stipulate that, except with respect to the payment of a bonus in cases where extreme need is established, which cases are left to the discretion of the Commission, where a pensioner and non-pensioner spouse are living together, the pensioner is to be deemed unmarried and payment is to be made to him (or her) alone. Where two pensioners are a married couple living together, the bonus is payable to each.

Quebec Public Health Act

Amendments to the public health regulations covering industrial establishments (L.G., 1944, p. 793) made by Order in Council (406) of April 21, gazetted May 7, relate to the periodical tests required in the case of workers exposed to lead and to the degree of air contamination by harmful gases, fumes or dusts which is permitted.

In plants using lead or its compounds, the company physician or those in authority

must see that workmen are given periodical blood tests as often as required by the Director of the Division of Industrial Hygiene to determine the number of red blood cells of basophile granulation and the haemoglobin percentage in the blood. A urinalysis or any other method of diagnosing lead poisoning which is approved by the Director may now be substituted for the blood count.

In suspected cases of lead poisoning, the revised regulations now require the workman to have a complete physical examination as well as the red blood cell count, the determination of the leucocytary formula, the analysis of the blood and urine, the determination of the number of red blood cells with basophile granulation and the haemoglobin percentage. This examination is in addition to the regular monthly examination of all employees exposed to lead which is already required by the regulations.

A further strengthening of the regulations to protect workers employed in premises where they are exposed to harmful dusts, gases and fumes has been effected by a revision of the schedule specifying the maximum concentration of any harmful substance which may be permitted in the air of a workplace. This schedule was revised in 1948 (L.G., 1948, p. 750). The maximum concentration has been lowered for some substances including benzol, certain hydrogen compounds, chlorine, formaldehyde and fluorides. The permissible maximum amounts of silica (above 50 per cent free SiO_2) expressed in million particles per cubic feet of air was reduced from 50 to 5. The limit prescribed for soapstone (below 5 per cent free SiO_2) is now 20, instead of 50. A higher concentration is permitted for a few substances including nitroglycerine, antimony, arsenic and sulphuric acid.

The prescribed form to be used by physicians or hospitals for the reporting of industrial diseases to the Director within 24 hours of diagnosis was revised to add certain particulars which must be indicated.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant was entitled to benefit at the dependency rate under the terms of the Act.—CU-B. 372 (June 22, 1948).

MATERIAL FACTS OF CASE:

The claimant, a widower, 66 years of age, was employed in the city of, as a carpenter at a rate of pay of \$1.06 an hour from May 26, 1947 to January 15, 1948, when he was separated from his employment due to a shortage of work.

On February 13, 1948, he filed an initial claim for benefit which was allowed at the single rate. On February 17, 1948, the claimant applied for benefit at the dependency rate on the contention that one of his sons, 20 years of age and a boarder at an agricultural college, was entirely dependent upon him. The dependency rate was not approved by the Insurance Officer on the ground that the son was not supported by the claimant in a self-contained domestic establishment in accordance with Section 31 (2) (d) of the Act and Benefit Regulation 2 (3) (a). The claimant appealed to a Court of Referees and the Court unanimously reversed the decision of the Insurance Officer. The Insurance Officer appealed to the Umpire.

DECISION:

The question to decide is whether the claimant is entitled to receive benefit at the dependency rate.

The material part of Section 31 under which the dependency rate is claimed, is as follows:—

31 (2) Where the employed person is a person with a dependent that is to say . . .

(d) a person who maintains a self-contained domestic establishment and supports therein a wholly dependent person connected by blood relationship, marriage or adoption;

the daily rate of benefit shall be forty times. . .

and should be read in conjunction with Section 2 (3) (a) of the Benefit Regulations where a "self-contained domestic establishment" is defined:—

2 (3) (a) A "self-contained domestic establishment" shall mean a dwelling house, apartment, or other similar place of residence comprising at least two rooms, in which residence, among other things, the insured person and the dependent for whom he claims, as a general rule sleep and have their meals prepared and served.

The reading of these two sections brings us to the logical conclusion that the payment of the dependency rate is not excluded by reason of a temporary absence of the dependent.

In the present instance, the son for whom benefit at the dependency rate is claimed, is 20 years of age, entirely supported by the claimant and a boarder at the Agricultural College at In the absence of evidence to the contrary, it can be assumed that during the vacation period, the claimant's son lives in his father's residence which is, in fact, his home and domicile. The question resolves itself as to whether his period of absence from home is one which can be contemplated as a temporary absence within the meaning suggested by Section 2 (3) (a) of the Benefit Regulations.

Taking into consideration the reason for the absence, the fact that we can assume that the son's intention is to return home at the close of the college term and that when he is not at college, he would, as a general rule, eat and sleep at home and be supported therein, I am of the opinion that this absence is one which comes within the meaning of the temporary absence suggested by Section 2 (3) (a) of the Benefit Regulations and that, therefore, benefit at the dependency rate should be granted in this case.

This construction of Section 31 (2) (d) of the Act and of Section 2 (3) (a) of the Benefit Regulations seems well supported by the interpretation given to Section

5 (1) (c) (iii) of the Income Tax Act, the language of which apparently served as the basis for the drafting of Section 31 (2) (d) of the Unemployment Insurance Act.

Section 5 (1) (c) (iii) of the Income Tax Act reads as follows:—

An unmarried person or a married person separated from his spouse who maintained a self-contained domestic establishment and actually supported therein a person wholly dependent upon him and connected with him by blood relationship, marriage or adoption.

And according to a statement obtained from the Legal Branch, Taxation Division, Department of National Revenue, Ottawa, the meaning attached to the word "therein" in the said section is:—

That of residence without the constant physical presence of the dependent. Children at school, either as boarders or otherwise, and who are entirely dependent upon their father or mother for example, are included in the category of persons on account of whom the exemption is granted. It is sufficient that these children would have no personal income and that their usual residence would be that of their parents in order that the latter may avail themselves of the aforesaid exemption.

Under the circumstances, the unanimous decision of the Court of Referees is upheld and the appeal of the Insurance Officer is dismissed.

Held that the claimant was not entitled to benefit at the dependency rate under the terms of the Act.—CU-B. 403 (November 8, 1948).

MATERIAL FACTS OF CASE:

The claimant, married, 38 years of age, was employed as manageress of a summer resort from May 1, 1947 to October 21, 1947, on which latter date she was laid off as the tourist season had ended. Upon termination of that employment her rate of pay was \$215 a month.

On February 16, 1948, she filed a claim for benefit which was allowed at the single rate. On February 24, 1948, she applied for benefit at the dependency rate on the contention that her husband who was unemployed and had exhausted temporarily, his right to benefit, was entirely dependent upon her.

The dependency rate was not approved by the Insurance Officer on the ground that the claimant had failed to prove that her husband was a dependent within the meaning of Section 31 (2) (b) of the Act.

The claimant appealed to a Court of Referees and the Court unanimously reversed the decision of the Insurance Officer. The Insurance Officer appealed to the Umpire.

DECISION:

I am asked to decide whether the claimant is entitled to receive benefit at the dependency rate.

Subsection (2) of Section 31 of the Act, reads as follows:—

31 (2) Where the employed person is a person with a dependent, that is to say

- (a) a man whose wife is being maintained wholly or mainly by him; or
- (b) a married woman who has a husband dependent on her; or
- (c) a person who maintains wholly or mainly one or more children under the age of sixteen years; or
- (d) a person who maintains a self-contained domestic establishment and supports therein a wholly dependent person connected by blood relationship, marriage or adoption;

the daily rate of benefit shall be forty times the average daily contribution paid by the insured person during the two years immediately preceding the initial claim for benefit in the benefit year.

Benefit at the dependency rate is asked by the claimant on the contention that her husband, because he is unemployed, is dependent upon her within the meaning of paragraph (b) of Section 31 (2) quoted above.

According to the submissions, the claimant and her husband are employed, from Spring to Fall, at the Club, a summer resort, in Ontario, as manageress and chef respectively. The claimant is paid \$215 a month and her husband \$50 a week. In October, 1947, both were laid off as the tourist season had ended. After a few weeks of illness, the husband, in November, 1947, applied for unemployment insurance benefit at the "dependency rate" indicating that his wife's status in relation to himself was that of a dependent. The claim was allowed and the husband received benefit until the middle of February, 1948, when his benefit rights under the Act were exhausted. The claimant in turn applied for benefit, also at the dependency rate, indicating that the status of her husband in relation to herself was that of a dependent, and in this connection I quote her

own words: "(My husband) drew unemployment insurance until it expired about three weeks ago claiming me as a dependent, now I wish to reverse the procedure until we start back to work on May 1, at the Club."

In order to receive benefit at the dependency rate, the claimant must show a continuity of relationship of dependency to a degree such that its genuineness may not

remain doubtful. This condition is not fulfilled in this instance.

Moreover, after a perusal of the documents, I seriously doubt that the claimant's availability for work within the meaning of the Act has been established.

Under the circumstances, I consider that the Court of Referees erred in their decision and the appeal of the Insurance Officer is allowed.

Unemployment Insurance Statistics May, 1949*

The monthly report issued by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act states that during May, 1949, 63,692 claims for Unemployment Insurance benefit were filed in local offices of the Unemployment Insurance Commission compared with 68,979, in April, 1949, and 42,237 in May, 1948. This total includes revised claims (that is, reconsiderations of existing claims) numbering 11,017 in May, 10,838 in April, 1949, and 8,640 in May, 1948. Thus, initial and renewal claims (representing mainly new cases of unemployment recorded among insured persons) totalled 52,675 in May, 58,141 in April, 1949, and 33,617 in May last year.

Figures in parenthesis in all tables refer to unemployment assistance in Newfoundland and are not included in totals.

At May 31, 1949, there were 95,832 (69,132 male and 26,700 female) ordinary claims on the live unemployment register compared with 134,480 (104,583 male and 29,897 female) at April 30 and 70,993 (47,665 male and 23,328 female) at May 31, 1948. These figures represent, at a point in time, the number of insured persons known to have separated from their former employment and who are on claim. In addition there were 19,529 (15,874 male and 3,655 female) "other claims" on the live register at May 31, 1949, as against 15,619 (13,218 male and 2,401 female) on April 30 and 5,593 (4,568 male and 1,025 female) on May 31, last year. "Other claims" are largely those filed by workers on short time, that is, those who have been put on short time at their places of employment.

Claimants on the live register at May 31, 1949, are classified, in Table E-6, according to the number of days they have been continuously on the register since their last initial or renewal claim was filed. In arriving at the number of days on the register Sundays, days of non-availability

such as sick days and vacations, and the odd few days employment that do not result in a new claim are not counted. An initial claim that immediately follows the termination of a claimant's benefit year is ignored so that the whole period since the immediately preceding renewal claim is treated as one continuous period on the register.

A total of 66,916 claims was disposed of during May, including 558 special requests not granted (that is, requests for ante-dating, extension of the two-year period and dependency rate of benefit) and 988 claims referred to courts of referees for reconsideration. Of the remaining 65,370 claims, in which entitlement to benefit was the main consideration, 51,064 were considered entitled to benefit and 14,306 not entitled to benefit.

Chief reasons for non-entitlement as given by adjudicating officers were: "insufficient contributions while in insurable employment", 5,691 cases, "voluntarily left employment without just cause", 3,202 cases, "refused an offer of work and neglected an opportunity to work", 1,929 cases, and "not capable of and not available for work", 969 cases.

During May, 1949, 150,747 persons received one or more benefit payments amounting to \$5,511,135 for a total of 2,474,080 compensated unemployed days compared with 191,677 beneficiaries paid \$7,605,824 for 3,400,443 compensated days in April, 1949, and 107,347 beneficiaries paid \$3,666,566 for 1,887,287 compensated days in May, 1948. The average duration of the unemployment compensated was, then, 16.4 days in May, 17.7 days in April, 1949, and 17.6 days in May last year. The average amount of benefit paid per beneficiary was \$36.56 in May, 1949, \$39.68 in April and \$34.16 in May, 1948. The average amount of benefit paid per compensated day was \$2.23 in May, 1949, \$2.24 in April and \$1.94 in May last year.

* See Tables E-1 to E-7.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending May 31, 1949, showed 3,068,591 employees were issued with insurance books and had made contributions to

the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 308,397 since April 30, 1949.

As at May 31, 1949, 216,838 employers were registered as having insurable employees representing an increase of 2,637 since April 30, 1949.

WAGES, HOURS AND WORKING CONDITIONS IN THE PRINTING AND PUBLISHING INDUSTRIES OCTOBER, 1948*

Returns covering 24,400 wage-earners in some 400 establishments were used in this analysis. Fifty-seven per cent of the workers were affected by collective agreements. Seventy-one per cent were on a five-day, 40-hour week. The majority of workers were in establishments reporting time and one-half for overtime during the work week and double time on Sundays and observed statutory holidays. Nearly two-thirds of the workers were in establishments reporting a vacation with pay of two weeks, usually after one or five years of service and one-half were in establishments observing and paying for eight statutory holidays.

In reviewing wage rates and working conditions in the Printing and Publishing Industry as reported in the annual survey, some 400 returns were analysed covering three branches of the industry, namely Daily Newspaper Publishing, Job Printing and Publishing (includes book and weekly newspaper publishing) and Lithographing

and Photo-engraving (includes stereotyping and electrotyping). Each of these three sections will be dealt with separately.

THE DAILY NEWSPAPER INDUSTRY

Average wage rates in this industry in 1948 had increased 53.2 per cent over comparable rates in 1939. Annual increases since the end of the war have been proportionately higher each year.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	101.3	1.3
1941.....	105.5	4.1
1942.....	108.3	2.7
1943.....	112.5	3.9
1944.....	116.5	3.6
1945.....	119.1	2.2
1946.....	125.7	5.5
1947.....	136.6	8.7
1948.....	153.2	12.2

In making a study of working conditions in this industry, returns from 79 establishments across Canada were used in which a total of 13,900 workers, both office and non-office were employed (Table 1). For the purpose of this article, only non-office workers will be dealt with.

* The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Research and Statistics Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework for the last pay period preceding October 1, as well as certain working conditions within their establishments. In the tables on wage rates, the averages shown are for selected representative occupations in each industry. The predominant ranges of rates include approximately the middle 80 per cent of the workers in each occupation in order to exclude extremely high and low rates and at the same time to show the ranges which contain the rates for the majority of workers. The averages, however, include all workers in the occupation.

Comparable 1948 information on the Pulp and Paper Box Industries appeared in the June LABOUR GAZETTE and on the Brewery and Tobacco Products Industries in the July issue.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

Forty per cent of the wage-earners were in 29 establishments employing between 50 and 200 workers and another 28 per cent were in three establishments employing more than 400 workers each. There were 44 establishments employing less than 50 workers each but covering only 19 per cent of the total number of workers.

Of the 79 establishments whose returns were used, 57 reported having collective agreements in writing which covered 56 per cent of the total number of wage-earners.

The International Typographical Union (AFL-TLC) was the most common union in the industry although the International Printing Pressmen and Assistants' Union of North America (AFL-TLC) was also prominent. Some of the other unions reported were the International Stereotypers' and Electrotypers' Union of North America (AFL-TLC) and the International Photoengravers' Union of North America (AFL-TLC).

TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE DAILY NEWSPAPER INDUSTRY, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Number of Establishments.....	79	8	16	36	3	4	4	8
Wage Earners—								
Male.....	6,577	370	1,935	2,945	249	187	277	614
Female.....	662	62	265	254	28	10	18	25
Total.....	7,239	432	2,200	3,199	277	197	295	639
Office Employees.....	6,672	352	1,353	3,081	450	159	299	978
Total.....	13,911	784	3,553	6,280	727	356	594	1,617

TABLE 2.—AVERAGE WAGE RATES IN THE DAILY NEWSPAPER INDUSTRY, OCTOBER 1948

Locality	Compositors Machine and Hand	Pressmen
	\$	\$
Nova Scotia		
Halifax.....	1.21	1.38
New Brunswick		
Saint John.....	1.20	1.20
Quebec		
Montreal.....	1.52	1.43
Quebec.....	1.09	1.06
Ontario		
Hamilton.....	1.30	1.20
London.....	1.40	1.43
Ottawa.....	1.48	1.48
Toronto.....	1.78	1.78
Windsor.....	1.50	1.50
Manitoba		
Winnipeg.....	1.17	1.19
Saskatchewan		
Regina.....	1.15	1.15
Saskatoon.....	1.26	1.26
Alberta		
Calgary.....	1.30	1.30
Edmonton.....	1.30	1.30
British Columbia		
Vancouver.....	1.53	1.57
Victoria.....	1.50	1.50

TABLE 3.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE DAILY NEWSPAPER INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
ESTABLISHMENTS ON A FIVE-DAY WEEK																
37½	6	586													6	586
40	19	3,336						8	2,071				1	58	1	29
45	3	251			9	1,178	3	251								
Total	28	4,173			12	1,429	8	2,071					1	58	7	615
ESTABLISHMENTS ON A SIX-DAY WEEK																
40	6	1,031														
Over 40 and Under 44	5	161	4	335	2	696										
44	16	930					4	137				1	24			
45	8	276	1	25	1	42	8	471	1	36	3	173	2	184	1	24
Over 45 and Under 48	6	354	1	23			6	198					1	53		
48	10	314	2	49	1	33	3	90	2	241						
Total	51	3,066	8	432	4	771	28	1,128	3	277	4	197	3	237	1	24
ALL ESTABLISHMENTS																
37½	6	586														
40	25	4,367	4	335	11	1,874	8	2,071							6	586
Over 40 and Under 44	18	930					4	137					1	58	1	29
44	16	930					8	471	1	36	3	173	2	184	1	24
45	11	527	1	25	3	251	6	198					1	53		
Over 45 and Under 48	6	354	1	23			3	90	2	241						
48	10	314	2	49	1	33	7	232								
Total	79	7,239	8	432	16	2,200	36	3,199	3	277	4	197	4	295	8	639

Wage Rates, Table 2.—Wage rates in 1948 for composers and pressmen employed on daily newspapers in 16 Canadian cities are shown in Table 2. In 13 of the 16 cities composers were receiving \$1.20 per hour or higher. Pressmen's rates were at substantially the same level, being \$1.20 or more per hour in 12 of the cities shown. Toronto rates were highest, with both types of these journeymen receiving \$1.78 per hour. Increases over 1947 were, in most cases, about 15 cents per hour.

Standard Weekly Hours of Work, Table 3.—Thirty-one of the 79 establishments, employing 68 per cent of the wage-earners covered in the industry, were working 40 hours or less per week whether on a five- or six-day week. Fifty-eight per cent of all workers were on a five-day week and 46 per cent worked a five-day week of 40 hours. Only nine per cent of the wage-earners were working more than 45 hours weekly.

Overtime Rates of Pay, Table 4.—Time and one-half was the usual rate paid for overtime during the work week, after either daily or weekly hours had been worked.

For overtime on Sundays and holidays, double time was paid in the large majority of cases. Two establishments reported a rate of double time and one-half for work on observed statutory holidays.

Vacations with Pay, Table 5.—All the daily newspaper establishments reported giving vacations with pay of at least one week after six months or one year of service and in 29 instances an initial vacation of two weeks was reported after either one year or no specified service.

Although 23 of the 79 establishments reported giving no more than one week's vacation with pay, they included only 25 per cent of the workers. Two-thirds of the workers were in establishments reporting a maximum vacation of two weeks, usually after one year of service and five establishments gave three weeks after 25 years of service.

TABLE 4.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE DAILY NEWSPAPER INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		Estab- lishments	Work- ers	Estab- lishments	Work- ers	Estab- lishments	Work- ers
	Estab- lishments	Work- ers	Estab- lishments	Work- ers						
Total Establish- ments and Workers.....	45	4,751	45	4,751	34	2,488	79	7,239	79	7,239
<i>Time and One- Quarter</i>										
Canada.....	1	30	1	30	2	64	2	74	3	94
Maritime Provinces.....	1	30	1	30	1	20	2	74	2	74
Ontario.....	1	30	1	30	1	44	2	74	2	74
<i>Time and One-Half (1)</i>										
Canada.....	41	4,573	40	4,539	32	2,424	22	1,120	16	590
Maritime Provinces.....	2	88	2	88	4	301	2	62	3	121
Quebec.....	8	1,004	7	970	7	1,106	3	149	2	82
Ontario.....	16	2,375	16	2,375	17	715	14	789	9	308
Manitoba.....	3	277	3	277	.....	.....	.....	.....	.....	.....
Saskatchewan.....	3	130	3	130	1	67	1	67	.....	.....
Alberta.....	4	295	4	295	.....	.....	.....	.....	.....	.....
British Columbia	5	404	5	404	3	235	2	53	2	79
<i>Double Time</i>										
Canada.....	.....	.....	1	34	.....	.....	47	5,749	(2)52	6,138
Maritime Provinces.....	.....	.....	.....	.....	.....	.....	3	298	3	268
Quebec.....	.....	.....	1	34	.....	.....	11	1,927	13	2,028
Ontario.....	.....	.....	.....	.....	.....	.....	17	2,236	20	2,537
Manitoba.....	.....	.....	.....	.....	.....	.....	3	277	3	277
Saskatchewan.....	.....	.....	.....	.....	.....	.....	3	130	4	197
Alberta.....	.....	.....	.....	.....	.....	.....	4	295	4	295
British Columbia	.....	.....	.....	.....	.....	.....	6	586	5	536
<i>No Premium Pay(3)</i>										
Canada.....	3	148	3	148	.....	.....	8	296	8	417

- (1) Eight of these establishments paid double time after first three hours of overtime during the work week.
 (2) Includes two establishments employing 132 workers, reporting a rate of double time and one-half.
 (3) Includes establishments paying regular rates or having no overtime policy.

TABLE 5.—VACATIONS WITH PAY IN THE DAILY NEWSPAPER INDUSTRY, 1945

Length of Service	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers
<i>No Specified Service</i>										
Canada.....			2	239			2	239		
Manitoba.....			1	83			1	83		
British Columbia.....			1	156			1	156		
<i>Six Months</i>										
Canada.....	13	2,299								
Maritime Provinces.....	1	59								
Quebec.....	2	548								
Ontario.....	9	1,534								
Manitoba.....	1	158								
<i>One Year</i>										
Canada.....	37	2,334	27	2,367	23	1,792	(1)37	4,049		
Maritime Provinces.....	1	153	6	220			8	432		
Quebec.....	9	803	5	849	9	803	4	773		
Ontario.....	21	1,020	6	645	8	512	15	2,191		
Manitoba.....	1	36			1	36	1	158		
Saskatchewan.....	1	24	3	173	1	24	3	173		
Alberta.....			4	295			4	295		
British Columbia.....	4	298	3	185	3	259	3	185		
<i>Five Years</i>										
Canada (Ontario only).....							10	405		
<i>Ten Years</i>										
Canada.....							2	69		
Ontario.....							1	30		
British Columbia.....							1	39		
<i>Twenty-Five Years</i>										
Canada(?).....									5	685
Quebec.....									3	624
Ontario.....									2	61
Total Establishments and Workers.....	50	4,633	29	2,606	23	1,792	51	4,762	5	685

(1) Includes one establishment requiring nine months of service and another, two years.

(2) An intermediate provision of two weeks was given by two establishments, one requiring one year and the other two years.

TABLE 6.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE DAILY NEWSPAPER INDUSTRY, 1948

	Number of Holidays Observed by Establishments							Total	
	Days							Estab-lishments	Wage Earners
	1	5 and 6	7	8	9	10	11 and 13		
Establishments paying for:									
1 Holiday.....	2			1	1			4	340
2 Holidays.....					2			2	87
3 ".....				3	1		1	5	267
4 ".....				2				2	301
5 ".....		1		1	1			3	301
6 ".....		1		1	1	1		4	573
7 ".....			13		1	1	1	16	1,432
8 ".....				34	1			35	3,451
9 ".....					3			3	124
10 ".....						1		1	90
Total Establishments paying for:									
1—10 Holidays.....	2	2	13	42	11	3	2	75	6,966
Total Establishments not paying for Holidays.....			1	1	1	1		4	273
Total Establishments Observing Holidays.....	2	2	14	43	12	4	2	79	7,239

Statutory Holidays, Table 6.—Holidays reported observed varied between 1 and 13, and all but four per cent of the workers received pay for one to ten of the holidays observed.

The most common number of holidays both observed and paid for were eight with this policy reported by 34 establishments, employing 47 per cent of the workers.

Shift Work.—There were a total of 926 wage-earners reported working a second or

third shift during the survey period in the industry. The majority of these shift workers were on the second shift of a two-shift operation.

Most of these workers were in establishments giving a wage differential for shift work and the amounts were reported in different ways, either on an hourly, shift, weekly or percentage basis. Differentials ranged from 5 to 20 cents per hour and from \$2 to \$4.40 per week; in a few

TABLE 7.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE JOB PRINTING AND PUBLISHING INDUSTRY, 1948

	Canada	Maritime * Provinces	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia
Number of Establishments....	244	9	59	115	20	9	13	19
Employees								
Wage Earners								
Male.....	7,096	145	1,397	4,197	684	165	141	367
Female.....	2,556	76	597	1,435	239	55	45	109
Total.....	9,652	221	1,994	5,632	923	220	186	476
Office Employees.....	3,283	65	706	1,923	243	108	48	190
Total.....	12,935	286	2,700	7,555	1,166	328	234	666

* Includes one establishment in Prince Edward Island, four in Nova Scotia and four in New Brunswick.

TABLE 8.—AVERAGE WAGE RATES IN THE JOB PRINTING AND PUBLISHING INDUSTRY, OCTOBER 1948

Locality	Average Wage Rate per Hour			
	Compositors Machine and Hand	Pressmen	Book- binders	Bindery Girls
	\$	\$	\$	\$
Nova Scotia				
Halifax.....	.99	.97	.81	.41
New Brunswick				
Saint John.....	1.06	1.02	.91	.40
Quebec				
Montreal.....	1.30	1.19	1.17	.58
Quebec.....	.99	.97	.87	.33
Ontario				
Hamilton.....	1.35	1.34	1.26	.70
London.....	1.18	1.22	1.10	.50
Ottawa.....	1.11	1.05	.95	.47
Toronto.....	1.38	1.32	1.29	.71
Windsor.....	1.36	1.23	1.18	.59
Manitoba				
Winnipeg.....	1.25	1.18	1.16	.60
Saskatchewan				
Regina.....	1.31	1.27	1.10	.61
Saskatoon.....	1.39	1.35	1.30	(a) .52
Alberta				
Calgary.....	1.35	1.34	(a) 1.00	.67
Edmonton.....	1.33	1.34	1.30	.65
British Columbia				
Vancouver.....	1.43	1.37	1.40	.81
Victoria.....	1.45	1.40	(a) 1.31	.85

(a) 1947 rates.

TABLE 9.—STANDARD WEEKLY HOURS OF WORK FOR WAGE EARNERS IN THE JOB PRINTING AND PUBLISHING INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>On a Five-Day Week</i>																
40 (1).....	168	7,566	2	53	38	1,404	74	4,400	19	901	7	199	12	179	16	430
Over 40 and Under 44.....	10	175	6	81	6	81	4	94	.....	.....	.....	.....	.....	.....	.....	.....
44.....	10	386	.....	.....	.....	.....	10	366	.....	.....	.....	.....	.....	.....	.....	.....
45.....	16	788	10	399	10	399	6	389	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	204	8,895	2	53	54	1,884	94	5,249	19	901	7	199	12	179	16	430
<i>On a Six-Day Week</i>																
Under 44.....	3	43	1	20	1	3	1	20	.....	.....	.....	.....	.....	.....	.....	.....
44.....	28	509	5	134	2	26	15	253	1	22	2	21	1	7	3	46
45.....	3	47	.....	.....	.....	.....	1	105	.....	.....	.....	.....	.....	.....	.....	.....
Over 45.....	6	158	1	14	1	39	4	105	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	40	757	7	168	5	110	21	383	1	22	2	21	1	7	3	46
<i>All Establishments</i>																
40 (1).....	168	7,566	2	53	38	1,404	74	4,400	19	901	7	199	12	179	16	430
Over 40 and Under 44.....	13	218	1	20	7	84	5	114	.....	.....	.....	.....	.....	.....	.....	.....
44.....	38	872	5	134	12	26	25	619	1	22	2	21	1	7	3	46
45.....	13	833	.....	.....	13	441	7	394	.....	.....	.....	.....	.....	.....	.....	.....
Over 45.....	6	158	1	14	1	39	4	105	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	244	9,652	9	221	59	1,994	115	5,632	20	923	9	220	13	186	19	476

(1) Includes one establishment working 38 hours per week.

instances either 75 or 90 cents was reported paid per shift, and on a percentage basis, the amount ranged between 10 and 17.2 per cent.

Sick Leave with Pay.—Provision for sick leave with pay was reported by 25 of the 79 establishments, affecting 1,590 workers. Seven establishments reported group insurance plans in effect and the others, in reporting sick leave with pay, gave varying provisions such as, “at employer’s discretion”, “dependent on length of service and illness”, “to old employees”, and another reported allowing two weeks after two years of service.

The Job Printing and Publishing Industry

By 1948, the increase in average wage rates in this industry over comparable rates

in 1939 was 65.4 per cent with an increase of 16.2 per cent over 1947 rates, as shown below.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	101.4	1.4
1941.....	105.9	4.4
1942.....	110.6	4.4
1943.....	113.8	2.9
1944.....	114.9	1.0
1945.....	117.7	2.4
1946.....	129.8	10.3
1947.....	142.4	9.7
1948.....	165.4	16.2

Returns from 244 establishments in this industry, which includes the publication of books and weekly newspapers, were used. The total employment figure of almost 13,000 workers is broken down into 3,300

TABLE 10.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE JOB PRINTING AND PUBLISHING INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday							
	Est.	Workers	Est.	Workers	Est.	Workers	Est.	Workers	Est.	Workers
Total Est. and Workers.....	208	8,627	208	8,627	36	1,025	244	9,652	244	9,652
<i>Time and One-Half (1)</i>										
Canada.....	(2)193	8,440	(3)157	6,821	36	1,025	(4)38	1,387	(5)47	1,133
Maritimes.....	5	152	6	189	.....	.....	1	47	4	147
Quebec.....	50	1,800	33	1,302	8	178	1	39	5	204
Ontario.....	89	5,041	75	4,014	17	497	30	1,097	31	653
Manitoba.....	13	631	13	631	6	284	1	136	3	40
Saskatchewan.....	8	212	5	109	(6)1	8	1	8	.....	.....
Alberta.....	10	156	9	150	3	30	1	7	.....	.....
British Columbia.....	18	448	16	426	1	28	3	53	4	89
<i>Double Time</i>										
Canada.....	.....	.....	28	1,331	.....	.....	153	7,043	160	6,803
Maritimes.....	.....	.....	.....	.....	.....	.....	4	110	2	42
Quebec.....	.....	.....	15	432	.....	.....	48	1,746	48	1,660
Ontario.....	.....	.....	8	774	.....	.....	57	3,833	64	3,736
Manitoba.....	.....	.....	.....	.....	.....	.....	12	602	11	590
Saskatchewan.....	.....	.....	3	103	.....	.....	8	212	9	220
Alberta.....	.....	.....	.....	.....	.....	.....	10	169	12	180
British Columbia.....	.....	.....	2	22	.....	.....	14	371	14	375
<i>Double Time and One-Half and Triple Time (7)</i>										
Canada.....	.....	.....	.....	.....	.....	.....	.....	.....	6	711
Quebec.....	.....	.....	.....	.....	.....	.....	.....	.....	1	31
Ontario.....	.....	.....	.....	.....	.....	.....	.....	.....	5	680
<i>No Premium Pay (8)</i>										
Canada.....	15	187	23	475	.....	.....	53	1,222	31	1,005

(1) Includes one establishment (47 workers) reporting a rate of time and one-quarter.
(2) 58 of the establishments (3448 workers) reported paying double time after the first three or four hours of overtime.
(3) 55 of the establishments (3040 workers) reported paying double time after the first three or four hours of overtime; one other establishment (53 workers) reported paying its lithographers double time.
(4) Two establishments (125 workers) reported double time, and another (60 employees) triple time after three hours.
(5) One establishment (13 employees) reported double time after three hours, and two (65 workers) reported paying double time for work on five of the nine holidays observed.
(6) Double time after three hours.
(7) Four of these establishments (526 workers) reported triple time.
(8) Includes establishments paying regular rates or having no overtime policy.

office and 9,700 other workers (Table 7). Office workers are not included in the information that follows.

More than one-half of the establishments employed less than 25 workers each although they included only 17 per cent of the total number of workers. Another 46 per cent were in 97 establishments employing between 25 and 100 workers each which meant that nearly two-thirds of the workers were located in establishments employing less than 100 workers.

Of the 244 establishments whose returns were analysed, 150 reported some form of collective agreement in writing in effect in their establishments, affecting 58 per cent

of the total number of workers. The four unions represented were the International Typographical Union (AFL-TLC), the International Printing Pressmen and Assistants' Union of North America (AFL-TLC), the International Brotherhood of Bookbinders (AFL-TLC) and the Amalgamated Lithographers of America (CIO-CCL).

Wage Rates, Table 3.—Substantial increases in wage rates in the Job Printing and Publishing Industry took place between 1947 and 1948. Compositors and Pressmen in Victoria, at \$1.45 and \$1.40 per hour in 1948 were receiving the highest rates in any of the 16 cities shown in the table,

TABLE 11.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE JOB PRINTING AND PUBLISHING INDUSTRY, 1948

Length of Service Required	Initial Vacation				Maximum Vacation							
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks			
	Est.	Workers	Est.	Workers	Est.	Workers	Est.	Workers	Est.	Workers		
<i>No Specified Service</i>												
Canada.....	3	38	1	29	2	31	1	29				
Ontario.....	2	16	1	29	1	9	1	29				
Manitoba.....	1	22			1	22						
<i>6 Months Service</i>												
Canada.....	16	439			11	327						
Maritimes.....	2	40			2	40						
Ontario.....	9	268			6	186						
Manitoba.....	3	101			3	101						
Alberta.....	2	30										
<i>One Year (1)</i>												
Canada.....	(2) 184	7,818	39	1,281	99	2,789	40	1,235				
Maritimes.....	6	134			4	103						
Quebec.....	50	1,585	9	409	45	1,234	5	203				
Ontario.....	88	4,751	15	568	29	698	18	698				
Manitoba.....	16	800			15	664						
Saskatchewan.....			9	220			9	220				
Alberta.....	7	112	4	44			6	74				
British Columbia.....	17	436	2	40	6	90	2	40				
<i>Two and Three Years</i>												
Canada.....			1	47			16	286				
Maritimes.....			1	47			2	69				
Quebec.....							1	34				
Ontario.....							6	71				
Alberta.....							7	112				
<i>Five Years</i>												
Canada.....							45	2,516				
Quebec.....							1	16				
Ontario.....							43	2,464				
British Columbia.....							1	36				
<i>Ten Years</i>												
Canada.....							13	443	1	113		
Maritimes.....							1	9				
Quebec.....							1	172				
Ontario.....							2	65				
British Columbia.....							9	197	1	113		
<i>Twenty-Five Years (3)</i>												
Canada.....									(4) 16	1,883		
Quebec.....									6	335		
Ontario.....									9	1,412		
Manitoba.....									1	136		
Total.....	203	8,295	41	1,357	112	3,147	115	4,509	17	1,996		

(1) Includes two establishments (136 employees) with service requirements of 10 or 11 months.

(2) Two of these establishments (201 employees) reported giving an initial vacation of two weeks to their lithographers.

(3) Includes one establishment (387 workers) with a service requirement of 30 years.

(4) Includes one establishment (203 workers) reported giving a maximum vacation of one month after 25 years of service.

following increases of 15 and 10 cents per hour respectively. For Bookbinders, Vancouver rates were highest, at an average of \$1.40. In 13 of the 16 cities 1948 rates for Compositors and Pressmen were 10 cents or more higher than in 1947, the average increase for the 16 centres amounting to 13 cents per hour. Book-

binders' rates showed an average increase of about 11 cents, and those for bindery girls seven cents over 1947 levels.

Standard Weekly Hours of Work,
Table 9.—Weekly hours ranged between 40 and 45 with a few comparatively small establishments reporting a longer work week. Of the 244 establishments covered,

TABLE 12.—STATUTORY HOLIDAYS FOR WAGE EARNERS IN THE JOB PRINTING AND PUBLISHING INDUSTRY, 1948

	Number of Holidays Observed by Establishments												Total	
	3	4	5	6	7	Days 8	9	10	11	12	13	Estab- lish- ments	Workers	
Establishments paying for—														
1 Holiday.....						5						5	73	
2 Holidays.....					1	1						2	66	
3 “.....	3				2	4	4			1		14	216	
4 “.....		3			2	2						7	190	
5 “.....			8		1	4	12	1				26	940	
6 “.....				10	2	3		1				16	465	
7 “.....					(1)41	3	2	2		1	1	50	1,722	
8 “.....						92		1				93	5,033	
9 “.....							15					15	321	
10 “.....								6				6	71	
11 “.....									4			4	265	
Total Establishments paying for 1 or more Holidays.....	3	3	8	10	49	114	33	11	4	2	1	238	9,362	
Total Establishments not paying for Holidays..		1		1		1	1	1		1		6	290	
Total Establishments Observing Holidays..	3	4	8	11	49	115	34	12	4	3	1	244	9,652	

(1) In one establishment (53 workers) lithographers observed and were paid for one extra holiday.

TABLE 13.—SHIFT WORK IN THE JOB PRINTING AND PUBLISHING INDUSTRY, BY WAGE EARNERS 1948

Wage Rate Differentials	Two-Shift Operation	Three-Shift Operation		Total Workers on Shift Work
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Workers.....	366	49	35	450
No Differential				
Canada.....	57	10	10	77
Quebec.....	11			11
Ontario.....	46	10	10	66
Five Cents per Hour				
Canada.....	2	13	17	32
Manitoba.....		13	17	30
British Columbia.....	2			2
Ten Cents per Hour (1)				
Canada.....	22			22
Manitoba.....	6			6
British Columbia.....	16			16
Fifteen per Cent				
Canada.....	285	26	8	319
Quebec.....	37	7	2	46
Ontario.....	243	19	6	268
Manitoba.....	5			5

(1) Includes one establishment paying 12½ cents per hour.

204 reported a five-day week and these employed 92 per cent of the total number of workers. A five-day, 40-hour week was reported by 167 establishments, employing 78 per cent of the workers.

Overtime Rates of Pay, Table 10.—Time and one-half for overtime during the work week and double time for work on Sundays and observed statutory holidays was the general rule. In two cases, double time and one-half was reported for work on holidays and in another four instances, a rate of triple time was in effect.

Vacations with Pay, Table 11.—All the establishments reported giving vacations with pay. An initial vacation of one or two weeks with pay was reported, with the majority receiving one week after one year of service.

There were as many establishments reporting a maximum vacation of two weeks as one week; the establishments reporting a maximum vacation of one week included one-third of the workers while there were 47 per cent of the workers in those giving two weeks, usually after five years of

service. A maximum of three weeks was reported by 16 establishments and one month by another, in all but two cases after 25 years of service.

Statutory Holidays, Table 12.—All the establishments reported observing some statutory holidays, ranging between three and 13 and all but six paid for one to 11 of those observed.

The most common number of holidays observed and paid for were eight with 92 establishments, employing 51 per cent of the workers, on this schedule. Another 14 per cent of the workers were in 41 establishments observing and paying for seven statutory holidays.

Shift Work, Table 13.—A total of 450 workers were reported on shift work during the survey period with the majority of employees on the second shift of a two-shift operation.

Most of the shift workers were in establishments reporting a shift differential of 15 per cent. In a few other instances, the differential was five, ten or 12½ cents per hour.

TABLE 14.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE LITHOGRAPHING AND PHOTO-ENGRAVING INDUSTRY, 1948

—	Canada	Nova Scotia	Quebec	Ontario	Prairie Provinces	British Columbia
Total Establishments.....	76	2	15	47	6	6
Wage Earners						
Male.....	5,262	53	1,469	3,189	353	198
Female.....	2,213	12	385	1,697	72	47
Total.....	7,475	65	1,854	4,886	425	245
Office Staff.....	1,719	25	329	1,266	61	38
Total Employees.....	9,194	90	2,183	6,152	486	283

TABLE 15.—STANDARD WEEKLY HOURS OF WORK FOR WAGE EARNERS IN THE LITHOGRAPHING AND PHOTO-ENGRAVING INDUSTRY, 1948

NOTE.—Of the 76 Establishments used, only four with 129 workers operated on a six-day week.

Standard Weekly Hours	Canada		Nova Scotia		Quebec		Ontario		Prairie Provinces		British Columbia	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
37½.....	5	220	.....	.....	1	44	3	140	.....	.....	1	36
40 (1).....	60	6,466	2	65	14	1,810	35	4,089	4	293	5	209
42½.....	3	275	.....	.....	.....	.....	3	275	.....	.....	.....	.....
43½ (2).....	1	111	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
44.....	6	398	.....	.....	.....	.....	5	377	1	21	.....	.....
45.....	1	5	.....	.....	.....	.....	1	5	.....	.....	.....	.....
Total.....	76	7,475	2	65	15	1,854	47	4,886	6	425	6	245

(1) Five establishments reported a 37½-hour week for Photo-engravers.
(2) This establishment reported a 40-hour week for Photo-engravers.

Sick Leave with Pay.—Only in 19 cases was sick leave with pay reported. Group insurance plans were in effect in a few establishments and the others reported giving sick leave with pay for a stipulated length of time which varied from one to 13 weeks and in one instance, part payment was reported for an illness after a service with the company of six months.

The Lithographing and Photo-Engraving Industry

An analysis of working conditions has been made from 76 returns received from employers across Canada, covering 9,200 employees (Table 14). The information given below refers only to the 7,500 production workers. Figures on wage rates for 1948 in this division are not available.

The size of establishments covered ranged from one employing five workers to another with 589 workers. Thirty-five of the establishments employed less than 50 workers each and another 30 employed between 50 and 200, these 65 establishments accounting for 51 per cent of the

workers. Another 20 per cent were in establishments employing between 200 and 300 workers.

More than half the workers were reported by 56 of the establishments to be affected by collective agreements in writing. The majority of these workers came under locals of one or more of six unions affiliated with the American Federation of Labour while another portion were covered by the Amalgamated Lithographers of America (CIO-CLL).

Standard Hours of Work, Table 15.—Hours ranged between 37½ and 45 with 60 of the 76 establishments (87 per cent of the workers) on a five-day, 40-hour week. There were only four establishments working a six-day week of either 43½ or 44 hours.

Overtime Rates of Pay, Table 16.—Time and one-half was the usual rate paid for overtime Monday through Friday while for Saturday work the rate varied between time and one-half and double time, with one establishment reporting triple time. For overtime on Sundays and holidays, the

TABLE 16.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE LITHOGRAPHING AND PHOTO-ENGRAVING INDUSTRY, 1948

Overtime Rates By Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday							
	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers
Totals.....	68	6,770	68	6,770	8	705	76	7,475	76	7,475
<i>Time and One- Quarter</i>	(1)		(1)							
Canada.....	2	54	2	54	1	215	1	215	1	215
Ontario.....	1	5	1	5	1	215	1	215	1	215
Prairie Provinces	1	49	1	49						
<i>Time and One-Half</i> (2)										
Canada.....	62	6,602	30	3,799	6	299	5	361	7	186
Nova Scotia.....	1	53			1	12				
Quebec.....	12	1,532	7	1,076	2	131	2	203	2	61
Ontario.....	39	4,417	19	2,489	3	156	3	158	5	125
Prairie Provinces	4	355	2	155						
British Columbia	6	245	2	79						
<i>Double Time</i>										
Canada.....			31	2,759	1	191	57	6,517	51	5,343
Nova Scotia.....			1	53			2	65	2	65
Quebec.....			4	412	1	191	12	1,607	11	1,559
Ontario.....			20	1,928			32	4,196	29	3,182
Prairie Provinces			2	200			5	404	3	292
British Columbia			4	166			6	245	6	245
<i>Triple Time</i>										
Canada.....			1	44			1	44	10	1,504
Quebec.....			1	44			1	44	2	234
Ontario.....									7	1,207
Prairie Provinces									1	63
<i>No Premium Pay</i>										
Canada.....	4	114	4	114			12	338	7	227

(1) One establishment reported paying time and one-half for the second four hours of overtime and double time thereafter.

(2) In several instances, establishments reported paying double time after the first three or four hours of overtime.

usual rate was double time; ten establishments employing 1,500 workers reported a rate of triple time.

Vacations with Pay, Table 17.—An initial vacation of either one or two weeks

with pay was reported by all the establishments, with 59 per cent of the workers in those establishments giving one week.

A maximum vacation of two weeks with pay was reported by 58 of the establish-

TABLE 17.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE LITHOGRAPHING AND PHOTO-ENGRAVING INDUSTRY, 1948

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
<i>No Specified Service</i>								
Canada (Ontario only).....	1	76	2	17	1	76	2	17
<i>Six Months</i>								
Canada.....	9	1,039	1	29			1	29
Ontario.....	7	940	1	29			1	29
Prairie Provinces.....	1	63						
British Columbia.....	1	36						
<i>Ten Months</i>								
Canada.....	2	208						
Ontario.....	1	159						
Prairie Provinces.....	1	49						
<i>One Year</i>								
Canada.....	32	3,051	(1)29	3,055	17	983	(2)39	4,253
Nova Scotia.....	1	53	1	12	1	53	1	12
Quebec.....	7	800	8	1,054	6	487	8	1,054
Ontario.....	16	1,787	19	1,878	6	154	27	2,977
Prairie Provinces.....	3	202	1	111	1	137	2	174
British Columbia.....	5	209			3	152	1	36
<i>Two Years</i>								
Canada.....							5	481
Ontario.....							3	416
Prairie Provinces.....							2	65
<i>Five Years</i> (3)								
Canada.....							7	1,112
Quebec.....							1	313
Ontario.....							5	750
Prairie Provinces.....							1	49
<i>Ten Years</i> (4)								
Canada.....							4	524
Ontario.....							2	467
British Columbia.....							2	57
Total.....	44	4,374	32	3,101	18	1,059	58	6,416

(1) Six of ten establishments with 827 workers reported one week's vacation to employees other than lithographers.
(2) Five establishments employing 966 workers also had an extra provision of 3 weeks after 25 years of service.
(3) Includes one establishment requiring 4 years of service.
(4) Includes one establishment with 252 workers requiring 25 years of service.

TABLE 18.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE LITHOGRAPHING AND PHOTO-ENGRAVING INDUSTRY, 1948

	Number of Holidays Observed, By Establishments							Total	
	Days							Estab-lish-ments	Wage Earners
	5	6	7	8	9	10	11		
Establishments paying for									
1 Holiday.....		1		1	1			3	478
2 Holidays.....				1				1	5
3 ".....					1			1	44
4 ".....		2		2	3			8	426
5 ".....			3	1	1		1	6	726
6 ".....				10	2			12	1,632
7 ".....					40			40	3,845
8 ".....						3		3	187
9 ".....							2	2	132
10 ".....									
Total Establishments observing and paying for Holidays.....	2	4	11	45	11	2	1	76	7,475

ments, covering 86 per cent of the workers, given usually after one or five years of service. In five cases, a third provision of three weeks after 25 years was reported.

Statutory Holidays, Table 18.—All the establishments reported both observing and paying for statutory holidays. The number observed ranged between five and 11 and those paid for varied from one to 10.

More than half the workers were in 40 establishments which reported observing and paying for eight holidays. Another 10 establishments, employing 1,550 workers, observed and paid for seven statutory holidays.

Shift Work.—Twenty-eight of the 76 establishments reported two-shift work with

a total of 268 of the workers on the second shift during the survey period. The majority were in establishments paying a wage differential of 15 per cent. Other rates reported were five or 10 cents per hour and \$5 per week as well as 10 and 20 per cent.

Sick Leave with Pay.—There were 35 per cent of the workers in the 18 establishments reporting some provision for sick leave with pay. In seven cases, a group insurance plan was reported and the remainder gave varying conditions such as "paid by union", "full pay to one month", "depending on circumstances" or "only to long service employees".

HIRING AND SEPARATION RATES IN SELECTED INDUSTRIES

Basic data for the study of hirings and separations from employment were collected by the National Employment Service of the Unemployment Insurance Commission from some 46,000 Canadian business establishments in compiling the Semi-Annual Report of Hirings and Separations. The main purpose of the Semi-Annual Report is to provide information, on geographical and industrial bases, on those aspects of employment which are of much concern to the Employment Service in its major role of supplying employers with workers and finding employment for unemployed persons. The data on hiring and separation rates as presented in the table are one phase of the information thus made available.

Information on hiring and separation rates are published by the United States Department of Labour in the "Monthly Labour Review" and, in the United Kingdom since October, 1948, in the "Ministry of Labour Gazette".

Since March, 1947, officials of the National Employment Service of the Unemployment Insurance Commission have conducted semi-annual surveys of hirings and separations in Canadian business establishments. Data from these reports are used by the Employment Service in determining seasonal patterns of employment for the more than 200 areas served by its local offices; in anticipating and preparing for peak loads of work applicants and claimants; in gauging the effectiveness of employment service operations; and generally, in throwing light on the many aspects of employment with which the Employment Service is concerned. Labour turn-

over, as reflected by rates of hirings and separations, is one type of employment information made available by the Semi-Annual Report—a phase of employment on which little or no information was available heretofore.

Semi-Annual Reports of Hirings and Separations are required under the National Employment Service Regulations, 1948, authority P.C. 4060, in March and September of each year. Establishments subject to report are those having one or more employees insured under the Unemployment Insurance Act and employing, in all, ten or more persons except that all units of chain

and multiple firms are subject to report regardless of the number employed in a unit.

Survey Coverage

In all, some 46,000 schedules are completed and returned to the Unemployment Insurance Commission semi-annually, the data being supplied, by sex, for each month in the six-month period. A copy of each schedule is sent to the local employment office in whose area the establishment is located while a second copy is forwarded to the Dominion Bureau of Statistics which completes the tabulation of the data. In addition to the number of hirings and separations the report requires the number in the employ of the establishment at the beginning and the end of each six-month period, as well as at the end of each intervening month.

A report presenting summary tables from the first four surveys has been issued by the Dominion Bureau of Statistics. The data for the most recent six months covered by the report (September, 1948 to February, 1949) must be considered as preliminary, since the tabulation is based upon returns from some 80 per cent of the establishments covered. However, special efforts were made to include all large establishments, so that 92 per cent of covered employment is included in the preliminary tabulation. Consequently, only minor adjustments to the percentages presented may be expected on the basis of later returns.

Employment Analyzed

With regard to employment, respondents are asked to include all persons on the payroll at the end of the month or, if more convenient, at the end of the payroll period immediately preceding the month end. Casual employees, defined as those employed for a particular job or jobs of a casual nature for a period of less than six days' duration, are specifically excluded from the report. Part-time employees and those on short time are included among the employed as are those on strike or locked out unless they have separated from their employment. Employees on temporary lay off with definite instructions to return to work within thirty days are considered as still on the payroll and those absent on vacation (with or without pay) or because of sickness, accidents or other justifiable reason and who are expected to return to work, are included among those employed.

Since the data are secured from establishments, employees transferred from one establishment to another are generally

reported as a separation from the establishment from which they were transferred and as a hiring in the establishment to which they have been transferred. The term "establishment", however, may be taken to include a group of units operated by one firm in an area, so long as the units are engaged in the same kind of business. Thus, a firm operating several chain stores in a city may, if it so desires, submit one report covering those units and many firms whose payroll records are maintained on an area basis report in this manner. A special arrangement has been made with the chartered banks, which operate many branches, by which transfers from branch to branch are reported separately and are not included as hirings or separations.

For purposes of this survey hirings, then, consist of the number of persons added to a payroll during a period (excluding casual employees) and separations consist of persons whose employment with an establishment has been terminated during a period and whose names have been removed from the payroll either because they have quit; been laid off, with no definite instructions to return to work within 30 days; discharged; or have separated for miscellaneous reasons such as marriage, retirement or death.

Industries Included in Survey

Industrially, the coverage of the survey is coincident with the coverage of the Unemployment Insurance Act with a few exceptions. Establishments having any insured workers complete the form for all their employees and therefore the non-insured in industries coming within the purview of the Act are included. On the other hand, crews of vessels engaged in water transportation and longshoremen and stevedores are, on the whole, excluded since the hiring practices for those engaged in these occupations are such that data comparable with those secured for industry in general cannot be obtained for them. Logging is not included among the industries presented in the table since the Unemployment Insurance Act applies to those engaged in logging only in British Columbia. Government service (except Crown Companies and certain special boards and agencies such as liquor commissions and hydro-electric commissions) is not included since plans have not yet been formulated to obtain employment, payrolls, hirings and separations relating to regular government services. When these data become available they will be included. It should be noted that the rates shown for "all Industries" in the table refer to the

NUMBER OF HIRINGS AND SEPARATIONS PER 100 PERSONS ON MARCH 1947 TO

No.	Industry Group	Per Cent of Average Number on Payroll During the Month																	
		1947																	
		Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.									
		Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	Hirings — Separations	
1	Total—All Industries.....	8	8	9	8	11	9	11	8	10	8	9	10	10	9	10	9	9	8
2	Mining.....	6	6	8	8	9	8	10	8	9	8	8	10	8	9	9	7	8	6
3	Metal.....	8	8	10	10	11	10	11	9	11	9	10	12	10	12	11	10	10	8
4	Fuels.....	1	4	3	5	4	4	7	6	4	3	3	3	3	4	5	3	5	3
5	Non-Metal.....	7	4	8	7	9	4	17	6	13	11	11	16	6	10	6	5	4	7
6	Quarrying, Clay and Sand Pits.....	14	6	22	9	22	12	15	9	11	11	9	12	7	9	9	8	7	15
7	Manufacturing.....	7	7	8	8	9	8	9	7	9	7	9	9	10	9	9	9	8	7
8	Food and Beverages.....	7	7	11	7	13	8	13	8	18	10	15	14	18	14	13	17	11	12
9	Tobacco and Tobacco Products.....	5	18	4	16	6	10	9	7	7	6	8	9	9	7	7	6	6	5
10	Rubber Products.....	6	5	6	6	6	7	6	6	5	5	6	7	7	7	6	5	5	4
11	Leather Products.....	7	6	7	7	7	9	7	7	7	8	9	7	7	7	7	7	6	6
12	Textile Products (except Clothing).....	7	6	7	8	7	8	8	6	7	6	7	9	9	7	8	7	7	5
13	Clothing (Textile and Fur).....	7	6	7	7	8	9	8	8	7	8	9	10	9	7	9	7	8	7
14	Wood Products.....	10	13	13	14	17	12	15	11	15	12	12	14	13	12	14	13	12	11
15	Paper Products.....	11	17	13	15	15	12	14	11	12	10	13	13	17	13	17	12	16	12
16	Printing, Publishing and Allied Industries...	4	4	5	5	5	5	7	5	6	5	5	6	7	6	6	6	5	4
17	Iron and Steel Products.....	5	5	6	6	7	6	7	5	6	5	6	7	7	7	6	6	5	4
18	Transportation Equipment.....	6	5	9	7	8	7	7	6	7	6	7	7	7	7	7	7	5	6
19	Non-Ferrous Metal Products.....	6	5	7	6	7	8	7	7	8	7	8	9	9	8	7	6	6	5
20	Electrical Apparatus and Supplies.....	5	4	5	5	6	5	6	4	4	3	6	5	7	5	5	4	4	4
21	Non-Metallic Mineral Products.....	8	7	11	9	12	9	10	8	10	9	9	12	9	9	9	8	8	8
22	Products of Petroleum and Coal.....	4	3	5	3	6	3	5	3	5	3	4	5	4	5	3	3	2	3
23	Chemical Products.....	5	5	6	5	6	5	6	6	5	6	7	6	6	6	6	5	5	5
24	Miscellaneous Manufacturing Industries.....	8	8	8	9	8	11	9	9	8	7	9	11	11	10	10	8	8	7
25	Construction.....	20	15	26	17	30	18	26	17	25	19	21	20	20	19	21	19	16	23
26	General Contractors.....	24	18	31	21	36	22	31	20	29	22	23	22	23	22	24	22	17	27
27	Special Trade Contractors.....	11	7	14	9	15	9	14	9	14	11	13	12	12	11	11	10	10	10
28	Transportation, Storage and Communication..	5	4	7	5	7	5	7	4	6	5	5	5	5	5	4	5	4	5
29	Transportation.....	5	4	8	5	7	5	7	4	6	5	5	5	5	5	4	5	4	5
30	Storage.....	5	4	8	6	10	8	8	7	8	7	7	8	12	9	12	8	8	8
31	Communication.....	4	2	4	2	6	3	7	3	4	3	2	4	3	5	4	4	3	3
32	Public Utility Operations.....	6	4	8	5	11	6	11	5	10	7	10	9	11	11	9	9	10	10
33	Trade.....	7	6	8	7	9	7	9	7	8	7	8	9	9	8	9	7	10	6
34	Wholesale.....	5	5	7	6	8	6	8	6	8	6	7	8	8	7	7	6	6	7
35	Retail.....	8	7	8	8	10	8	10	8	9	8	9	9	10	8	9	7	12	6
36	Finance, Insurance and Real Estate.....	3	3	4	4	5	4	6	4	6	4	4	5	5	4	4	3	3	3
37	Service.....	10	9	12	10	15	12	17	12	16	14	14	15	13	16	11	11	10	10
38	Community or Public Service.....	3	4	5	6	6	7	7	7	8	10	7	7	10	5	7	4	4	3
39	Recreation Service.....	10	10	14	11	23	21	19	18	24	26	15	19	21	20	15	13	10	14
40	Business Service.....	4	4	6	4	10	5	8	5	9	7	11	10	7	21	7	8	9	11
41	Personal Service.....	13	12	15	13	17	15	22	15	18	15	16	18	13	18	12	14	11	12

"O" Indicates no one employed.

¹ Payroll figures used for each month are the average (mean) of the numbers on the payroll at the beginning and at the end of that month.

THE PAYROLL IN SELECTED INDUSTRY GROUPS, FOR CANADA,
FEBRUARY 1949

Per cent of Average Number on Payroll During the Month																															
		1948																1949													
Dec.		Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.		Jan.	Feb.															
Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	Hirings	Separations	No.			
6	9	7	7	5	7	6	7	8	7	10	7	10	7	9	8	9	8	9	9	8	8	7	7	5	9	6	7	4	6	1	
5	6	5	5	4	4	5	5	7	6	8	6	8	5	7	6	6	7	7	7	6	6	5	5	4	4	4	3	2	3	2	
7	7	8	6	5	5	6	6	9	8	10	8	10	7	8	7	7	9	8	9	8	7	5	6	4	5	4	4	3	3	3	
3	2	2	3	2	2	3	2	3	3	4	3	3	3	4	2	3	4	3	4	3	4	2	3	2	3	2	2	2	4	4	
2	6	3	3	2	4	5	3	6	5	9	3	10	4	12	9	8	14	8	10	4	8	3	11	2	7	3	3	1	4	5	
4	26	10	8	6	9	13	5	22	7	16	8	12	10	8	8	8	9	7	9	8	10	6	9	4	19	5	8	6	6	6	
5	7	7	6	5	6	6	7	7	7	8	7	9	7	8	7	9	8	9	9	8	8	7	7	4	7	6	6	5	5	7	
4	12	7	9	5	9	6	7	9	7	13	7	17	8	16	12	15	11	15	15	9	17	7	10	4	12	4	8	4	6	8	
15	4	6	4	3	6	5	20	3	9	6	5	6	4	4	3	5	4	7	4	6	5	15	3	10	4	5	5	3	6	9	
2	3	4	4	3	4	2	4	3	6	4	4	6	5	3	6	4	4	5	4	5	4	4	3	2	4	3	4	2	4	10	
5	6	9	6	8	6	5	7	5	7	5	7	7	6	7	6	8	7	8	7	7	7	6	7	5	4	6	7	5	6	4	11
4	4	7	5	5	4	5	5	5	6	6	6	6	6	5	5	6	6	6	7	6	5	5	4	3	4	5	4	4	4	12	
5	6	10	6	7	6	6	7	7	6	7	6	7	7	7	7	9	7	8	7	8	6	7	6	5	6	8	6	6	5	13	
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9	10	10	11	9	9	11	10	14	12	17	13	18	13	17	15	14	16	13	17	12	13	10	11	8	9	9	10	7	8	41	

total of all establishments covered, including those industries not separately specified in the remainder of the table.

Tabulations Explained

The accompanying table presents the number of hirings and separations per 100 persons on the payroll of the establishments covered. Payroll figures used for each month are the average (mean) of the numbers on the payroll at the beginning and at the end of that month.

The monthly percentages provided for the industry groups represent, then, gross hiring and separation rates in the industry groups to which they relate. They provide rates against which those interested in separation and hiring rates for individual establishments can measure their own experience. In this way, the extent to which the labour turnover in an establishment is excessive may be ascertained, and then a further more detailed study carried on by those concerned may reveal affected areas and suggest possible remedies.

Certain exceptional rates in the attached table require some explanation. The relatively high hiring and separation rates for

the manufacture of wood products and paper products are due, at least in part, to the influence of certain saw and planing mills and pulp and paper plants which operate logging crews and do not submit separate reports for their operations in the woods. In "Recreation Service" the high rates of hiring and separation during the Spring and Summer months are caused by the seasonal operation of such enterprises as carnivals, amusement parks and other outdoor recreational facilities. The relatively high seasonal turnover in "Business Service" during the Summer and early Fall is due to the inclusion in this group of exhibitions and fairs.

During the two-year period covered in this report the over-all hiring and separations rates for all industries in Canada have demonstrated a general decline. As expected the normal seasonal fluctuations in employment are reflected in generally higher rates of hirings than of separations during the Spring and Summer months; a tendency toward equality in the Fall and early Winter; and generally higher rates of separations than of hirings during the Winter and early Spring.

An analysis of the current employment situation prepared by the Research and Statistics Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics and other official information.

CURRENT EMPLOYMENT CONDITIONS

Employment in Canada continued to exceed last year's levels during the month of June. Expanding seasonal operations stimulated hiring activities in many fields, although the drought in some sections of Ontario and the Prairies reduced farm labour needs in that region and a few areas reported that construction work was not as great as was expected. General labour shortages seemed unlikely this year, although a few shortages had arisen in the skilled building trades. Students were now entering the labour market in large numbers and, while their absorption into employment was more difficult this year, many had already found jobs by the first of July.

The employment situation for Canada as a whole continued to be very favourable. Seasonal activities expanded further during June and employment was steadily rising, thus continuing to exceed last year's levels. A few more workers were in the labour market this year, but unemployment in general remained at a low level. Labour

income was rising, both because of the additional persons working and the slight upturn in wage rates. Latest information indicated that a total of 607 million dollars was paid out in the form of wages and salaries during the month of April. In the labour-management relations field, the picture had brightened by the end of June

with the termination of the four-month strike of asbestos mine and mill workers in Quebec.

Seasonal operations dominated the employment scene at this time, especially this year with the relatively quiet situation in manufacturing. The extent of summer activity varied from industry to industry and from region to region. A large part of the seasonal demand for workers was concentrated in agriculture but this was much smaller this year, because of drought in some areas of Ontario and the Prairie provinces. The usual movements of farm workers, along with the small number of immigrants coming in for farm work, were expected to satisfy labour needs in agriculture. Construction, while seasonally strong, had not yet reached its anticipated heights in the Maritime, Prairie or Pacific regions but full employment and some shortages existed for skilled men, especially in the trowel trades. Unskilled workers, however, had not yet been completely absorbed. An all-time record tourist trade was buoying employment in the service industries throughout Canada and the number employed was expected to be well above last year's level.

The usual entrance of students into the labour market was taking place at this time. This year, the summer worker was finding it considerably more difficult to secure a job. Lack of experience, the short period of time available for employment, and the decline in demand for temporary help, were all factors which assumed greater importance this year. Nevertheless, industries such as food processing, tourist resorts and mining had provided a sufficient number of jobs to absorb most university students. The high school student, a younger and less experienced worker, who is available for only two months of employment, felt the restrictions to a greater extent. Many of these students were using the facilities of the National Employment Service to obtain jobs, and through its efforts and continual job-hunting on their own, the majority of them will likely secure work during the coming summer.

Industrial Analysis

Crop prospects in *agriculture* at the end of June were, in general, at least up to average, except in the drought areas of Ontario and the Prairie provinces. Local sources of supply were expected to yield enough workers to take care of further requirements in most areas, although Displaced Persons were still needed in many scattered districts, and organization of inter-provincial movements of seasonal workers

was again found necessary. About 200 single beet workers were brought to Canada in June, in addition to over 500 single men and a few families for general farm work.

Inter-provincial movements of farm workers followed last year's pattern, but the number of workers involved has been smaller. About two hundred women were moved from the Prairie provinces to help in British Columbia fruit-picking in June and July. A small number of workers for haying operations were to be transferred to Prince Edward Island from the other Maritime provinces. The movement of hay makers to Ontario from the Prairie provinces and the Maritimes was under way, but the number of workers involved was not expected to reach last year's total of about 1,100. In almost all of south-western Ontario, and in the Toronto area, the hay crop was below average, due to the severe drought, and there was little demand for labour.

The labour supply in British Columbia was adequate in most areas. In the Fraser Valley, however, the strawberry crop was saved only after strenuous efforts to secure local labour, and by supplementing the work force with Prairie workers. A shortage of cherry pickers developed in the Okanagan Valley when picking started at the end of June.

Employment in the *mining* industry has not been seriously affected by the recent fall in prices of base metals. Current prices for zinc, copper and lead, still well above those of the war and pre-war years, were high enough to make operations at current levels profitable. For the industry as a whole, labour demand and supply appeared to be in fairly even balance. Demand was still active enough to absorb the thousand men recently laid off in the nickel industry in the Sudbury area.

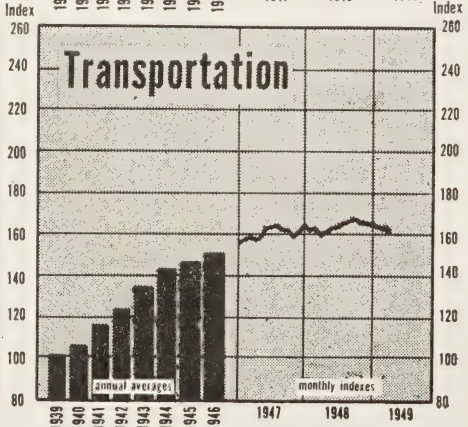
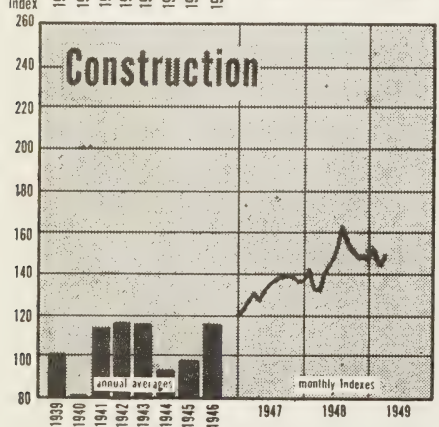
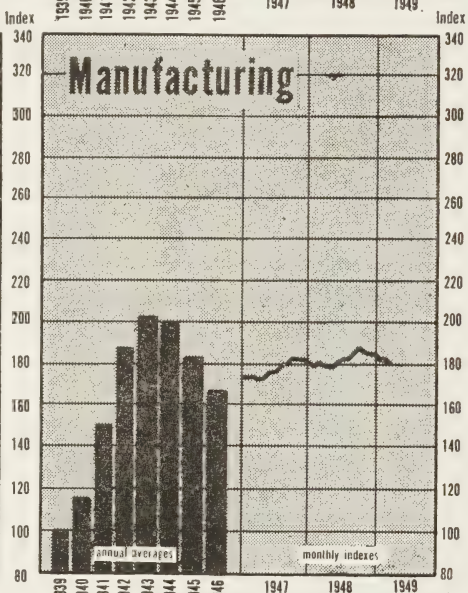
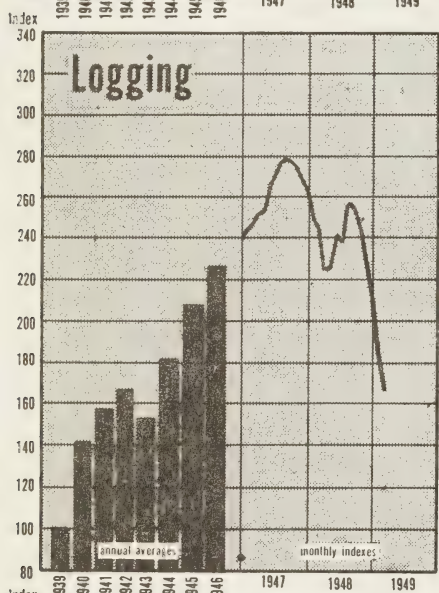
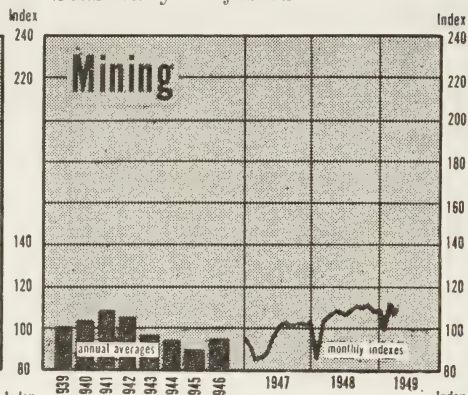
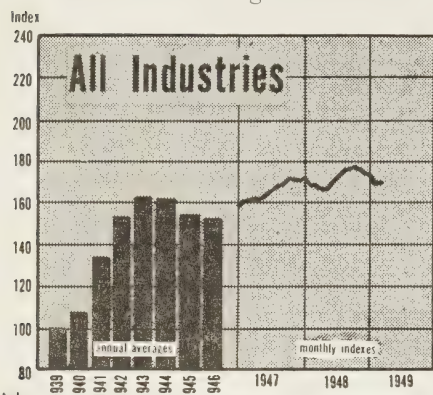
The current adjustment of export markets to the United Kingdom and Europe will undoubtedly affect base metals to some extent. While the potential demand of these countries is great, dollar difficulties may make it impossible for them to import as much as they need. The recently announced cut in United Kingdom imports from Canada may affect copper production, since over 60 per cent of Canadian exports of copper ingots were destined for Britain.

With the ending of the strike, production of asbestos was returning to normal. The strikers went back to their jobs on the understanding that wage rates and other issues would be submitted to arbitration if further negotiations did not bring a settlement.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939=100

Seasonally Adjusted



While employment in *manufacturing* was slightly higher this year than last, a diversity of trends was evident in the individual industries. Employment had expanded almost one-third in aircraft manufacturing, with a corresponding decrease in shipbuilding. Other industries in which the trend of employment was slightly downward included those primary to food, which have been adversely affected by the declining foreign market for flour; sawmills, which have been hard hit by the reduction of British orders; and containers, partly as a result of decreased demand by fish packers in British Columbia and vegetable canners in Eastern Canada. On the other hand, both textiles and clothing were thriving on a strong domestic demand, as were the furniture and electrical goods industries. Others in a strong position were the automobile and parts industries, construction materials, and petroleum products.

Several factors have been responsible for the cautious rate of employment growth now evident in the manufacturing industry. Much of the expansion of manufacturing facilities undertaken in the post-war boom had been completed and fewer new jobs were opening up. Moreover, contraction in domestic and foreign markets for the products of some industries has meant curtailment of hiring and even temporary lay-offs in some instances. Greater efficiency of the working force as a result of improved industrial techniques and reduced labour turnover had also contributed to the slower rate of hiring.

The employment situation in the *construction* industry varied considerably in the different regions throughout the country. In the Pacific, Prairie and Maritime regions employment, increasing seasonally, was not as high as at this time last year, and it was now anticipated that the peak would be below that of 1948. In the smaller centres of Ontario, the situation was somewhat similar, although larger cities such as Toronto reported only a slight decline from the same period last year. In contrast, reports from Quebec indicated that, as anticipated, the industry was expanding to a high level of employment after a slow start.

In general, labour demand and supply seemed to be in much better balance than in previous years. The shortages of skilled workers which had appeared by this time in past years, was absent this year except in a few areas. Supplies of construction labourers seemed to be more than adequate to meet the needs of the industry. In those areas where emphasis had shifted to

highways and public works projects, new heavy equipment had tended to reduce the demand for the unskilled labourer.

Reports on early summer retail and wholesale *trade* indicated that sales have been somewhat spotty. Although dollar sales generally seem to be holding up, this was mainly apparent in the departmental stores. Some of the smaller retail outlets were reporting a decline in trade. Because of fear of falling prices, inventories were being kept at a low level and sales promotion activity was increasing. The normal seasonal increase of employment in trade was evident in most sections of the country, although it was not always as high as earlier anticipated. In many cases, this has been due to increased efficiency on the part of the sales organization, with more selective hiring possible, rather than a drop in sales.

In British Columbia, wholesale and retail sales were reported to be at a higher level than at the same time last year. Some firms, however, were expressing a fear of over-expansion. In the Prairie provinces, the situation varied although generally sales were a little higher than a year ago. The uncertain crop outlook had made customers more wary of spending. In Ontario and Quebec, wholesale and retail trade varied from area to area while in the Maritimes, the normal seasonal advances did not take place. Movement in a number of seasonal lines was slow and credit buying increased.

Regional Analysis

Despite seasonal increases, employment in the *Maritime* region featured irregularities, with scattered pockets of unplaced workers. In the Summerside area of Prince Edward Island, considerable unemployment had developed from the early closing of some fish processing plants. Crop prospects on the whole were good but demand for farm labour was not expected to increase.

In the fishing industry, the employment situation varied from area to area. A rough preliminary estimate placed Newfoundland's 1949 fish output to the end of June at least 20 per cent below that of 1948. Gaspereau fishing in New Brunswick provided work for increased numbers of workers, with a relatively steady market in the United States for this new catch. Processing plants were either on short-time or had closed much earlier than last year, except in the Halifax area where they operated at capacity with full employment.

About average activity prevailed in manufacturing in most areas, with some short-time being worked and one or two lay-offs threatening. Employment remained

low in the Halifax shipyards, despite a temporary halt in the progressive lay-off that began some months ago. In construction, seasonal expansion had been slightly less than expected although shortages of skilled men developed or were foreseen during the month. Unskilled workers, however, were unemployed in some areas.

In the **Quebec** region, crop prospects were good in most areas although the demand for workers was relatively small. A few shortages of farm labour had developed in some areas. Construction work absorbed many during the month as activity gained momentum, but demand for labour had not yet created any pronounced shortage of workers.

Mining activity was quiet. Labour was required only as replacements for normal separations. Semi-skilled and unskilled workers could be obtained locally in most cases, but skilled workers had to be sought outside the area. A shortage of experienced underground miners had developed. Production of asbestos continued its climb from the low point of the strike as the striking miners resumed work.

The general picture in manufacturing was one of declining activity due to shortages of orders and vacation shut-downs. Some lay-offs occurred during June, and a few enforced shut-downs were expected to last two or three months. Shortages of materials still affected the heavy industries.

In the **Ontario** region, farm labour requirements had been reduced because of drought conditions. Early fruit and grain crops were average to poor but root crop harvest expectations were better. Workers were readily available in most localities, with scattered surpluses of unskilled help. Shortages of harvest help were foreseen, although they were not expected to be as great as in 1948.

Packinghouse activity increased earlier than usual with the lack of pasturage forcing a rush of cattle to the markets. Heavy metals manufacturing was quiet. Shorter hours were being worked in some plants; a few lay-offs had occurred and still others were expected. Other manufacturing, on the whole, maintained production and employment at a high level, with very low labour turnover.

Construction activity in all branches was brisk, although seasonal expansion was less than anticipated. There was some turnover among unskilled workers, and a definite shortage of skilled workers continued, especially in the trowel trades.

Crops in most areas of the **Prairie** region were progressing satisfactorily, despite poor starting weather. There was little difficulty

in finding adequate supplies of farm labour locally. In some areas of Western Saskatchewan and Alberta where there were poor crop prospects, the supply of farm labour was greater than the demand. Relatively few workers had shown interest in the Ontario harvest excursion, but demand was less than usual.

Construction activity was at a high level although shortages of skilled workers, especially carpenters and road equipment operators, plagued many contractors. Slow deliveries of cement held up work in some areas. The supply of semi-skilled and unskilled labour, while not generally excessive, was adequate in all areas.

Short-time work and some lay-offs were the rule in flour milling. The meat packing industry continued its seasonal slack period, although increased activity was evident in some plants. The sugar refining industry was extending its work several weeks by importing sugar cane. Most coal mines remained on short-time, with a few increasing hours for underground workers.

Seasonal activity continued brisk in the **Pacific** region although in some industries employment did not expand as much as anticipated. Weather conditions hampered fishing and forestry in some areas. There were some surpluses of unskilled men, but employment opportunities for skilled workers were generally more numerous than applicants.

Heavy fruit crops created shortages of pickers in some areas. Workers were brought in from the Prairies as usual. The supply of other agricultural workers was adequate and longstanding vacancies of dairy hands were now being filled.

Logging activity was seasonally high, although some temporary shut-downs occurred due to fires and fire hazards. There was the usual high rate of turn-over in the smaller camps where conditions were unfavourable; a shortage of skilled workers developed in some areas. A number of smaller sawmills had shut down on account of fire hazards, excessive labour turn-over and costs.

The high level of construction activity, especially on roads, continued to absorb skilled workers, where available, and shortages had developed in numerous areas. In building construction, the high level of activity necessitated movement of skilled workers out of the Vancouver area to various parts of the province.

Employment Service Activities

Placements this season by the National Employment Service have exceeded all records for the past two and one-half years. A better balance between workers and jobs

has been largely responsible for this development. Jobs are fewer, but workers are more plentiful and better matched to employers' orders. A placement rate of 16,500 per week was established in May with a slightly higher total for the first weeks of June indicated in preliminary figures. The May total showed an 18 per cent jump over the previous month, and a 2 per cent rise over the same month last year.

The changed labour supply situation was indicated in a number of ways. Numerically, workers during 1949 have been registering at a rate about 5 per cent larger than in 1948, although the gap had closed to 3 per cent in May. A heavy backlog of applicants had built up early in the year, and while the rate of decline since the end of March roughly equals that of 1948 and numerically is much larger, there remained 147,000 unplaced at the end of June, a gain of 29,000 over the year.

The increase in numbers has been accompanied by a slight change in the type of applicant available. Many of the registered applicants this year have been working short-time, about one out of eight as against one out of twenty last year. The workers, as a whole, have been of a steadier type with the decline in labour turn-over. More workers this year are skilled or semi-skilled; this category at the beginning of June accounted for 32 per cent of all applicants as against 29 per cent in 1948. The gain in this group took place among almost all industries, although it stood out particularly in construction.

The level of job reporting had improved in recent months although in total, vacancies notified in 1949 were down 13 per cent from 1948. The male worker was affected most seriously, with reported jobs for women only falling 1.2 per cent. Labour shortages had developed in a few skilled trades by the end of May, and many of the service occupations. Some of the long-standing vacancies were placed in clearance but generally employers were not looking for help outside their immediate territory. Jobs in circulation were decidedly down from the number last year, almost entirely

due to the disappearance of demand in Ontario. During May, just under 400 transfers out of individual local office areas were effected each week. The majority of these were accounted for by the seasonal industries, construction, agriculture, mining, and food processing.

Unemployment insurance claims during this period have not shown any significant gain in cases of protracted unemployment. While numerically larger this year, the proportion registered for three months or more at the end of May, had dropped from 33 per cent of the total in 1948 to 29 per cent in 1949. Registrations of two-months' standing remained relatively unchanged in proportion to the total. At the same time, those registered for a week or less had increased from 15 to 20 per cent of total claims.

National Employment Service, in co-operation with the Dominion-Provincial farm labour committees, was carrying out its usual program of farm labour movements. Relatively few recruitment problems had developed this year as drought conditions and increased local supplies of labour had cut down markedly on the numbers required.

Students as a group have been one of the first to feel the pinch of fewer jobs. With the emphasis on cost-cutting this year, many employers were re-arranging staffs for holidays or their busy season rather than hiring temporary help. Others were looking for more experienced workers, or ones who would be available for a longer period of time. Construction firms and offices showed considerable reluctance to hire summer workers but regular seasonal jobs in food processing, summer tourist camps, mining, and various outdoor activities were still largely filled by students. University students for the most part had been absorbed, but the outlook for high school students was not as bright. Their registration which regularly swells applications in June, appeared to be the main cause for the rise of 3,000 in unplaced applicants during the last week in June, the first gain in unplaced applicants reported in four months.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

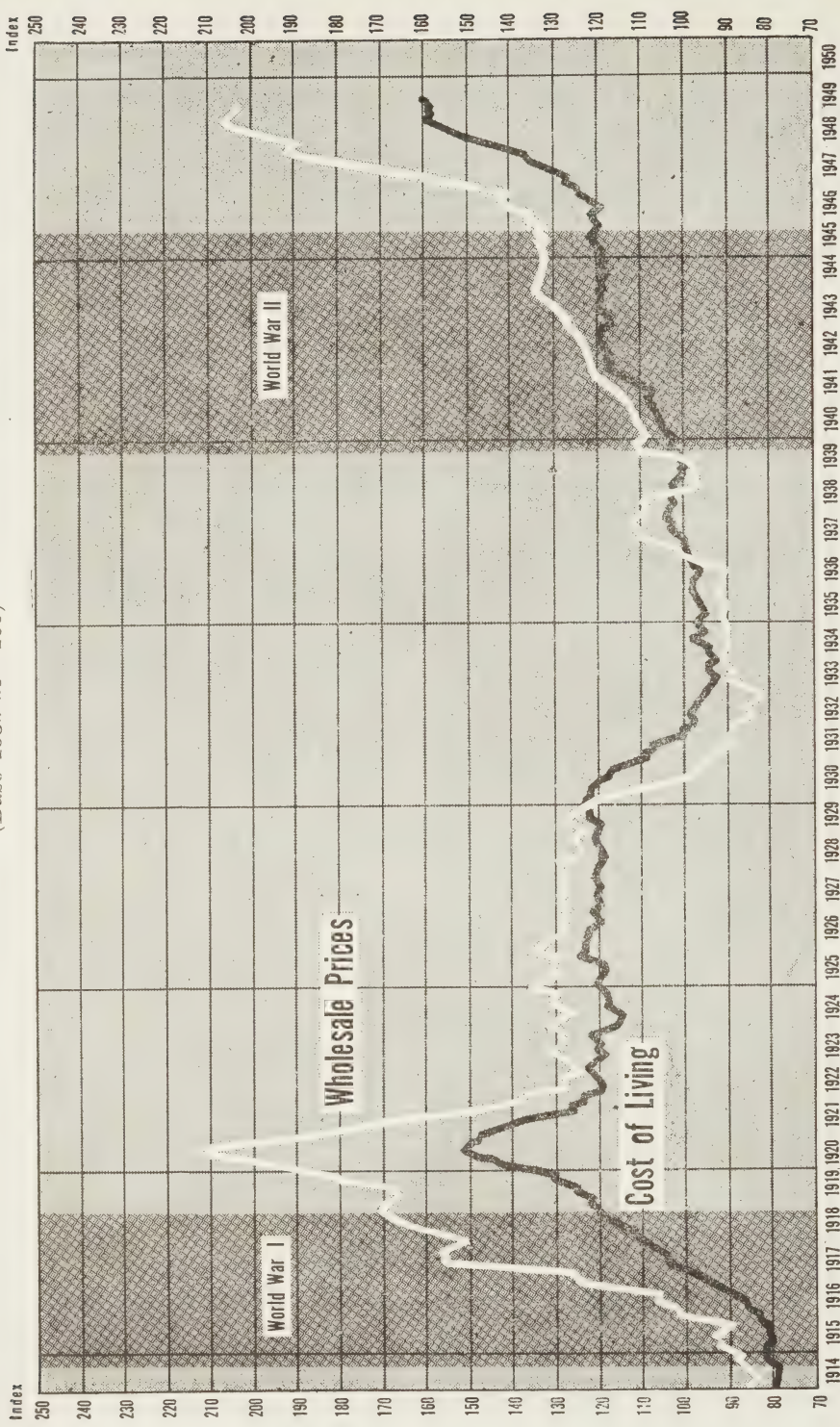
The Dominion Bureau of Statistics cost-of-living index advanced from 159.5 to 160.5 between May 2 and June 1. The increase established a new peak for the index and placed it 0.9 points above the previous high of 159.6 recorded for October

and November, 1948, and January, 1949. The May-June advance was entirely attributable to a rise in the food index of 3.4 points to 202.9. It was accounted for by a further seasonal rise in meats combined with a number of other increases, the most

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



important of which were fresh vegetables and oranges. The direction of the indexes of home furnishings and services and fuel and light was contrary to the total index and both declined 0.4 points to 167.7 and 128.7 respectively. Clothing remained unchanged at 183.3 as did miscellaneous at 128.4. In both of these groups scattered small increases and decreases balanced each other. The rent index remained at 122.4. June rent survey results now being tabulated will be incorporated in the July 2 cost-of-living index.

From August, 1939 to June, 1949 the increase in the cost-of-living index was 59.2 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities all registered increases between May and June. Substantially higher prices for foods, notably seasonal increases for meats and vegetables, were responsible for the advances. Clothing and miscellaneous items recorded small scattered increases while home furnishings and services receded slightly at most centres. The remaining two groups, viz. rents and fuel and lighting, were unchanged at all centres.

Composite city index increases between May 2 and June 1, 1949 were as follows: Montreal 2.9 to 164.6; Saint John 1.2 to 157.2; Toronto 1.1 to 156.1; Halifax 1.0 to 153.4; Vancouver 0.9 to 162.0; Saskatoon 0.8 to 162.5; Winnipeg 0.7 to 155.4; Edmonton 0.7 to 155.8.

Wholesale Prices, May 1949

The general index of wholesale prices dropped 1.1 to 156.4 between April and May. Six of the eight major groups recorded decreases led by a further sharp decline in non-ferrous metals. The index

for non-ferrous metals dropped 14.3 points to 134.7 as a result of still lower prices for copper, zinc and lead. Since the beginning of the year a drop of 31.3 points has been recorded in this group. Non-metallic minerals declined 2.2 points in May to 134.5 reflecting decreases in imported bituminous coal which overbalanced advances in fuel oil and brick quotations. Wood products and paper moved down 2.6 points to 186.9 due to price declines for cedar shingles, cedar shiplap and ground wood pulp. Price declines for soap and paint materials outweighed increases for tartaric acid and creosote oil to lower the chemicals and allied products series 1.2 to 124.0. Animal products receded 0.8 to 166.4 as decreases in fresh fish, hides and skins, lard and fowl proved of more importance than increases in livestock and eggs. Textile products dropped 0.3 to 162.0 owing to declines in worsted yarns, jute and burlap bags and raw wool. Two groups were higher: iron and steel and its products advancing 1.7 to 173.2 supported by higher prices for wire and wire nails. These outweighed a small decline in cast iron scrap. An increase in vegetable products of 1.2 to 141.5 reflected firmer prices in fresh fruits, potatoes, pepper and coconut oil which overbalanced declines in raw leaf tobacco and cocoa beans.

Canadian farm products prices at wholesale rose 0.4 to 148.0 between April and May due to higher prices for field products. The index for this series registered an increase of 0.7 to 126.8 when firmer quotations for potatoes, rye, onions and hay outweighed a decline in raw leaf tobacco. A recession of 0.1 to 183.4 in animal products was due to weakness in hides and skins, raw wool and fowl. Livestock and eggs were slightly higher during the month under review.

STRIKES AND LOCKOUTS*

Canada, June, 1949

Strike idleness during June was 20 per cent less than in the previous month but substantially above the time lost in June, 1948. About 84 per cent of the loss during the current month was due to two strikes, one of asbestos miners and mill-workers in various centres in Quebec and the other of railway car workers at Hamilton, Ont. Preliminary figures for June, 1949, show 27 strikes and lockouts in existence, with 11,359 workers involved and a time loss

of 141,084 man-working days, as compared with 23 strikes in May, 1949, involving 10,540 workers, with a loss of 174,150 days. In June, 1948, there were 29 strikes, with 3,804 workers involved and a loss of 34,337 days.

For the first six months of this year, preliminary figures show 63 strikes and lockouts, involving 18,701 workers, with a time loss of 671,891 days. For the similar

* See Tables G-1 and G-2.

period in 1948 there were 77 strikes, with 21,304 workers involved and a loss of 458,458 days.

Based on the number of wage and salary workers in Canada, the time lost in June, 1949, amounted to 0.18 per cent of the estimated working time, as compared with 0.22 per cent in May, 1949; 0.04 per cent in June, 1948; 0.14 per cent for the first six months of 1949; and 0.09 per cent for the first six months of 1948.

Of the 27 strikes recorded for June, 1949, one was settled in favour of the workers, one in favour of the employer, seven were compromise settlements and 10 were indefinite in result, work being resumed pending

final settlement. At the end of the month eight strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; and seamen, Great Lakes and St. Lawrence River, June 6, 1948.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in April, 1949, was 112 and 21 were still in progress from the previous month, making a total of 133 during the month. In all stoppages of work in progress in the period there were 40,300 workers involved and a time loss of 136,000 working days was caused.

Of the 112 disputes leading to stoppages of work which began in April, four, directly

involving 1,800 workers, arose out of demands for advances in wages, and 35, directly involving 5,900 workers, on other wage questions; four, directly involving 400 workers, on questions as to working hours; 15, directly involving 20,100 workers, on questions respecting the employment of particular classes or persons; 48, directly involving 3,200 workers, on other questions respecting working arrangements; and three, directly involving 1,000 workers, on questions of trade union principle. Three stoppages, directly involving 1,400 workers, were in support of workers involved in other disputes.

United States

Preliminary figures for May, 1949, show 450 strikes and lockouts beginning in the month, in which 250,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 3,200,000 man-days. Corresponding figures for April, 1949, are 400 strikes and lockouts, involving 175,000 workers, with a time loss of 1,800,000 days.

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TABLE 1—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1944	1939
	June	May	May	May	May	May
Labour Force—						
Civilian labour force (1).....000		4,899	4,825	4,828	†	†
Employed (1).....000		4,700	4,669	4,702	†	†
Male (1).....000		3,730	3,687	3,624	†	†
Female (1).....000		970	982	1,078	†	†
Paid workers (1).....000		3,291	3,245	3,104	†	†
Unemployed (1).....000		198	150	126	†	†
Index of employment (2).....		188.6	186.5	169.3	178.2	106.2
Unemployment in trade unions (3).....%		3.2	3.1	1.9	0.9	15.7
Immigration.....No.		9,184	9,460	7,691	783	2,253
Adult males.....No.		3,987	4,141	770	233	674
Earnings and Hours—						
Total labour income.....\$000,000		619	570	423	†	†
Per capita weekly earnings.....\$		43.16	39.74	32.06	32.26	†
Average hourly earnings.....cents		98.6	89.4	68.9	†	†
Average hours worked per week.....		42.5	43.1	43.0	†	†
Average real weekly earnings; index ⁴		108.5	102.8	99.3	†	†
National Employment Service—						
Unplaced applicants (5).....000	154.9	203.7	165.2	243.1	†	†
Unfilled vacancies (5).....000	49.4	49.0	49.9	112.2	†	†
Placements, weekly average.....000		16.8	16.4	18.4	†	†
Unemployment Insurance—						
Claims.....000	95.8	134.5	105.4	124.0	4.7	†
Balance in fund.....\$000,000		537.5	459.2	321.3	203.4	†
Price Indexes—						
Wholesale (6).....		156.4	150.4	109.0	102.5	73.7
Cost of living (6).....	160.5	159.5	153.3	122.0	119.2	100.6
Residential building materials (6).....		229.1	214.6	†	†	†
Production—						
Industrial production index (6).....		185.6	182.3	161.5	205.5	106.6
Mineral production index (6).....		126.9	132.9	101.8	108.9	121.9
Manufacturing index (6).....		194.8	190.5	171.5	223.0	103.8
Electric power.....000,000 k.w.h.		4,271	4,073	3,616	3,585	2,333
Construction—						
Contracts awarded.....\$000,000	102.4	106.0	139.9	82.2	31.7	18.4
Dwelling units, started.....000		12.8	11.4	†	†	†
Completed.....000		7.4	6.3	67.3 (8)	†	†
Under construction.....000		53.5	44.6	†	†	†
Pig iron.....000 tons		202.1	193.3	159.1	175.3	57.7
Steel ingots and castings.....000 tons		283.8	289.6	259.6	263.4	121.4
Inspected slaughterings, cattle.....000		102.6	96.1	76.9	101.9	72.6
Hogs.....000		313.6	397.1	389.4	855.8	280.8
Flour production.....000 bbl.		1.52	1.73	2.34	1.96	1.19
Newsprint.....000 tons		459.1	388.5	359.9	262.5	250.0
Cement producers' shipments.....000,000 bbl.		1.5	1.4	1.5	0.7	0.6
Automobiles and trucks.....000		26.7	21.4	20.0	12.3	15.7
Gold.....000 fine oz		332.4	287.1	240.3	256.8	432.4
Copper.....000 tons		21.7	20.7	15.3	23.8	27.3
Lead.....000 tons		17.8	12.7	14.9	10.3	16.1
Nickel.....000 tons		11.2	11.4	7.5	12.0	10.8
Zinc.....000 tons		24.8	20.5	20.3	23.8	14.9
Coal.....000 tons	1,322	1,327	1,362	1,396	1,234	1,136
Distribution—						
Wholesale sales index, unadjusted (6).....		303.3	273.3	259.8	195.2	113.8
Retail sales.....\$000,000		654.0	615.3	†	†	†
Imports, excluding gold.....\$000,000		250.5	225.1	164.2	159.0	73.0
Exports, excluding gold.....\$000,000		272.9	282.3	197.0	368.4	79.9
Railways—						
Revenue freight, ton miles.....000,000		4,327	4,424	3,982	5,769	2,431
Car loadings, revenue freight.....000	294.6	288.2	299.2	262.7	282.7	184.0
Banking and Finance—						
Common stocks, index (6).....		150.3	116.5	124.4	79.9	90.4
Preferred stocks, index (6).....		139.9	147.0	159.7	118.5	95.3
Bond yields, Dominion, index (6).....		95.1	95.3	85.1	97.2	97.8
Cheques cashed, individual accounts.....\$000,000		6,915	6,445	6,116	6,563	2,839
Bank loans, current, public.....\$000,000		2,085	1,858	1,140	1,117	822
Money supply.....\$000,000		4,155	3,970	3,813	3,153 (9)	1,370 (9)
Circulating media in hands of public.....\$000,000		1,155	1,110	1,059	990 (9)	281 (9)
Deposits.....\$000,000		3,000	2,860	2,754	2,163 (9)	1,089 (9)

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of March 5, 1949, February 21, 1948 and June 1, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending March 31, 1949, 1948, 1946, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
Total (5 months 1949).....	17,600	14,164	9,777	41,541
Total (5 months 1948).....	18,175	14,745	9,032	41,952

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Mari- times	Quebec	Ontario	Prairies	British Columbia Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,953	920	11,103
August.....	419	1,784	5,868	1,888	999	10,953
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
Total (5 months 1949).....	1,145	7,696	21,644	7,767	3,289	41,541
Total (5 months 1948).....	1,459	7,813	21,732	6,168	4,780	41,952

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
Total (5 months 1949).....	8,560	2,573	3,903	1,305	1,259	17,600
Total (5 months 1948).....	4,175	4,710	5,189	1,794	2,307	18,175

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

(SOURCE: *Monthly Estimates of Labour Income in Canada, D.B.S.*)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1946—January.....	39	140	17	104	95	13	409
February.....	41	140	17	107	97	13	415
March.....	40	144	18	108	98	14	422
April.....	37	142	20	109	98	13	419
May.....	37	139	23	110	101	14	423
June.....	41	143	26	113	102	14	439
July.....	43	142	23	114	103	14	445
August.....	45	145	29	116	105	15	454
September.....	46	148	29	119	108	15	464
October.....	45	153	29	121	108	15	471
November.....	45	159	28	125	109	16	481
December.....	46	161	24	124	110	15	479
1947—January.....	46	163	23	122	108	15	477
February.....	45	165	24	125	109	15	483
March.....	44	167	25	125	110	16	487
April.....	39	168	28	126	111	15	486
May.....	41	172	31	129	112	16	500
June.....	45	173	35	133	113	16	515
July.....	49	177	38	134	115	16	530
August.....	51	179	39	135	116	17	536
September.....	54	183	40	137	117	17	548
October.....	55	187	41	138	117	17	555
November.....	58	191	39	145	116	17	567
December.....	57	189	31	141	116	17	551
1948—January.....	53	187	30	140	118	17	545
February.....	54	193	29	140	116	17	549
March.....	49	189	28	140	120	17	544
April.....	44	195	33	142	120	17	552
May.....	49	195	37	148	124	17	570
June.....	53	201	42	151	130	18	596
July.....	54	202	48	154	131	18	607
August.....	56	205	47	158	130	19	615
September.....	60	220	48	185	131	20	664*
October.....	62	213	48	165	129	20	637
November.....	57	214	46	166	130	20	633
December.....	53	212	40	164	130	20	618
1949—January.....	50	211	36	158	134	19	608
February.....	49	212	34	158	131	20	605
March.....	43	213	35	159	134	20	605
April.....	39	213	38	162	134	20	607

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree exactly with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At May 1, 20,204 employers in the eight leading industries reported a total employment of 1,963,999 and total payrolls of \$84,775,351.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.							
				Employment				Payrolls			
	May 1 1949	Apr. 1 1949	May 1 1948	May 1 1949	Apr. 1 1949	May 1 1948	May 1 1947	May 1 1949	Apr. 1 1949	May 1 1948	
(a) PROVINCE	\$	\$	\$								
Maritime Provinces	37.45	38.00	36.34	105.2	109.8	110.2	99.5	179.7	190.4	183.1	
Prince Edward Island.....	35.34	30.73	31.90	128.5	152.2	133.5	119.5	209.6	216.0	195.4	
Nova Scotia.....	37.03	37.60	37.02	98.3	103.1	101.5	84.5	160.6	170.9	166.5	
New Brunswick.....	38.15	39.04	35.68	115.3	119.0	123.4	122.8	211.4	223.2	211.5	
Quebec	41.57	41.92	38.02	118.3	117.5	118.4	115.8	205.3	205.5	187.9	
Ontario	44.58	44.56	40.87	124.1	124.1	121.9	117.4	204.1	204.1	183.8	
Prairie Provinces	42.76	43.43	39.30	132.8	129.4	124.4	121.4	214.5	212.2	184.6	
Manitoba.....	42.41	42.98	38.62	127.8	124.6	122.1	119.4	204.7	202.2	177.6	
Saskatchewan.....	41.48	41.75	38.15	119.9	115.2	115.5	115.5	192.0	185.7	170.2	
Alberta.....	43.83	44.80	40.80	147.6	144.7	133.2	127.5	241.5	242.0	203.0	
British Columbia	45.88	45.88	42.39	145.1	140.0	145.4	138.0	233.6	235.4	216.3	
CANADA	43.16	43.35	39.70	123.5	122.9	122.1	117.6	206.7	206.5	188.0	
(b) CITIES											
Montreal.....	42.09	41.87	38.39	132.2	129.8	128.0	125.3	217.0	212.2	191.8	
Quebec City.....	35.56	35.45	33.53	116.7	113.1	117.7	104.1	201.2	194.4	186.8	
Toronto.....	44.12	44.08	40.73	131.4	130.7	128.2	123.0	216.1	214.8	194.9	
Ottawa.....	37.37	37.61	34.14	129.5	128.5	121.8	117.9	209.2	208.8	180.3	
Hamilton.....	47.39	46.61	43.31	124.5	123.2	118.8	112.7	214.7	208.9	187.4	
Windsor.....	51.15	51.05	48.10	124.0	122.6	114.4	114.7	170.4	168.2	147.7	
Vancouver.....	38.90	39.15	36.04	132.3	128.4	126.4	124.5	202.0	197.2	178.4	
Halifax.....	43.67	43.51	39.98	159.3	157.3	160.3	153.1	260.9	256.8	241.0	
St. John.....	36.52	35.70	34.41	118.6	128.9	119.3	115.9	189.0	200.9	181.0	
Sherbrooke.....	35.82	36.34	34.50	119.3	145.3	140.2	134.0	199.3	246.2	226.5	
Three Rivers.....	36.49	36.39	34.02	118.0	118.3	113.7	113.5	207.5	207.4	185.9	
Brantford.....	42.03	42.77	38.83	129.1	124.7	128.2	126.9	209.1	205.6	192.2	
Kitchener—Waterloo.....	44.73	45.05									
London.....	40.08	40.67	38.37	132.7	132.6	132.7	129.8	234.7	237.8	225.0	
Fort William—Port Arthur.....	41.09	40.66	38.09	148.3	145.9	142.2	140.2	239.4	233.2	212.8	
St. Catharines.....	45.16	44.79	41.92	78.1	75.2	80.5	77.1	132.9	126.9	127.1	
Regina.....	49.09	49.49									
Saskatoon.....	38.12	37.08	34.84	131.8	128.3	125.9	120.5	213.5	202.2	185.1	
Calgary.....	37.05	36.73	34.16	143.2	138.3	142.1	144.2	242.0	231.7	221.0	
Edmonton.....	41.55	42.09	37.48	139.7	135.4	131.2	126.5	230.2	225.9	193.9	
Victoria.....	40.48	40.76	36.04	172.3	165.1	148.3	138.5	282.1	272.2	214.8	
(c) INDUSTRIES											
Manufacturing.....	44.45	44.54	40.78	121.0	120.8	120.1	116.5	207.1	207.4	188.7	
Durable Goods ¹	47.34	47.51	43.36	117.1	117.6	118.0	113.4	197.2	198.7	181.3	
Non-Durable Goods.....	41.49	41.50	38.11	122.8	122.2	121.3	119.6	216.6	215.7	196.5	
Electric Light and Power.....	48.30	48.14	45.39	158.3	156.0	139.2	120.5	242.7	238.3	199.7	
Logging.....	44.58	42.64	41.16	79.8	116.2	106.5	152.4	177.1	246.8	219.7	
Mining.....	49.68	51.39	49.27	96.6	96.6	97.2	78.7	150.2	155.3	150.0	
Communications.....	39.98	39.34	36.65	192.0	188.1	177.0	166.0	278.2	268.2	235.7	
Transportation.....	51.09	51.56	45.20	139.6	137.1	140.0	136.3	217.6	215.8	193.2	
Construction and Maintenance.....	40.83	42.03	37.37	112.1	102.2	105.8	95.8	198.8	186.6	171.7	
Services ²	28.30	27.95	25.62	144.1	142.0	142.3	134.7	246.2	239.5	220.9	
Trade.....	37.15	36.78	34.05	146.8	141.1	136.7	128.0	222.8	217.7	196.6	
Eight Leading Industries	43.16	43.35	39.70	123.5	122.9	122.1	117.6	206.7	206.5	188.0	
Finance.....	41.24	41.11	38.69	143.9	143.8	137.6	131.8	204.7	203.9	183.4	
Nine Leading Industries	43.08	43.25	39.65	124.3	123.7	122.7	118.2	206.7	206.4	187.8	

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

² Consisting almost entirely of hotels and restaurants, and laundries and dry-cleaning plants.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25.25	100-0	100-0	100-0	25.57
May 1, 1945.....	114-9	145-4	128-9	32.55	125-4	161-9	131-4	33.59
May 1, 1946.....	110-9	137-6	126-9	32.05	110-8	137-1	126-1	32.24
May 1, 1947.....	117-6	163-7	142-1	35.89	116-5	162-7	141-8	36.27
Jan. 1, 1948.....	126-9	178-3	143-7	36.28	119-0	166-6	142-0	36.31
Feb. 1, 1948.....	124-0	185-7	153-0	38.63	119-5	181-3	154-0	39.38
Mar. 1, 1948.....	123-7	189-3	156-3	39.50	120-6	187-0	157-3	40.23
Apr. 1, 1948.....	122-2	184-8	154-6	39.04	120-2	183-3	154-9	39.60
May 1, 1948.....	122-1	188-0	157-2	39.79	120-1	188-7	159-5	40.78
June 1, 1948.....	125-9	195-4	155-7	40.02	121-2	189-6	158-9	40.63
July 1, 1948.....	129-7	203-5	160-3	40.48	123-3	195-7	161-0	41.17
Aug. 1, 1948.....	131-6	207-2	161-0	40.66	122-9	196-1	162-1	41.45
Sept. 1, 1948.....	132-2	209-3	161-8	40.86	124-7	199-1	162-1	41.46
Oct. 1, 1948.....	133-1	215-7	165-5	41.80	125-0	206-3	167-6	42-85
Nov. 1, 1948.....	133-3	218-0	166-9	42.15	124-0	207-1	169-7	43-38
Dec. 1, 1948.....	133-8	219-0	167-2	42.23	123-8	208-3	171-0	43-72
Jan. 1, 1949.....	128-4	204-5	162-8	41.10	120-7	196-6	165-4	42-28
Feb. 1, 1949.....	124-8	207-6	170-0	42.92	120-6	205-3	172-7	44.17
Mar. 1, 1949.....	123-7	207-5	171-4	43.27	120-8	206-6	173-6	44.39
Apr. 1, 1949.....	122-9	206-5	171-7	43.35	120-8	207-4	174-2	44.54
May 1, 1949.....	123-5	206-7	170-9	43.16	121-0	207-1	173-8	44.45

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
May 1, 1933.....	77-6	80-3	.....	.....	.....	75-4	79-5	79-2	.....	.....	.....	72-2
May 1, 1934.....	92-0	98-3	.....	.....	.....	85-5	98-5	85-4	.....	.....	.....	88-4
May 1, 1935.....	95-2	97-4	.....	.....	.....	89-7	101-7	87-9	.....	.....	.....	92-6
May 1, 1936.....	99-5	103-4	.....	.....	.....	96-4	103-4	92-7	.....	.....	.....	99-0
May 1, 1937.....	106-3	110-7	.....	.....	.....	105-2	111-2	93-2	.....	.....	.....	103-4
May 1, 1938.....	107-4	107-3	72-6	116-5	98-3	112-6	109-8	91-5	90-3	89-2	95-0	102-8
May 1, 1939.....	106-2	100-2	82-2	114-4	84-1	111-6	107-9	94-5	90-7	98-2	97-7	103-3
May 1, 1940.....	114-3	112-8	86-4	124-0	100-7	113-9	121-0	100-2	97-6	103-6	102-0	107-2
May 1, 1941.....	145-5	136-5	96-8	156-2	115-2	146-8	156-5	124-1	120-5	122-1	131-1	132-7
May 1, 1942.....	167-4	156-7	94-4	179-3	132-3	177-9	175-9	130-9	129-1	118-5	141-9	158-8
May 1, 1943.....	178-2	170-6	102-3	194-1	145-0	192-0	181-8	135-9	135-0	125-6	144-2	186-8
May 1, 1944.....	178-2	176-6	123-1	200-3	149-5	190-4	180-8	141-0	138-2	130-6	152-2	183-3
May 1, 1945.....	175-5	183-1	113-9	196-7	170-1	184-9	180-1	139-3	135-2	132-0	150-3	172-4
May 1, 1946.....	169-3	167-8	133-7	176-1	159-2	170-3	176-7	149-1	142-4	143-3	163-0	163-9
May 1, 1947.....	179-6	151-7	128-0	141-9	165-7	182-2	189-4	155-7	148-9	147-2	171-5	186-2
Jan. 1, 1948.....	193-7	181-9	152-2	178-4	188-2	196-8	202-7	166-2	156-3	159-0	186-0	194-0
Feb. 1, 1948.....	189-3	179-9	170-2	182-4	177-4	193-6	198-6	156-4	152-6	148-3	167-4	190-3
Mar. 1, 1948.....	188-9	171-0	171-2	169-0	173-4	193-4	199-3	158-4	150-6	147-7	177-2	188-1
Apr. 1, 1948.....	186-6	166-1	163-7	170-7	160-3	187-3	197-7	159-6	151-1	148-8	179-8	190-8
May 1, 1948.....	186-5	167-9	143-0	170-4	166-4	186-3	196-7	159-6	152-2	147-2	179-1	196-1
June 1, 1948.....	192-3	172-5	153-7	174-6	171-0	194-4	200-0	168-9	157-8	161-0	190-9	202-0
July 1, 1948.....	198-0	186-7	159-7	192-9	180-5	198-6	204-8	175-9	163-1	166-9	201-2	207-8
Aug. 1, 1948.....	200-9	190-0	161-4	196-8	183-0	206-3	203-3	179-5	165-9	169-7	206-7	212-6
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Oct. 1, 1948.....	203-3	192-8	164-6	205-7	178-0	205-8	208-3	180-8	167-3	171-1	207-5	214-8
Nov. 1, 1948.....	203-6	194-9	160-4	207-7	180-8	207-1	208-6	180-3	168-6	167-9	206-1	212-2
Dec. 1, 1948.....	204-3	197-8	156-2	209-9	184-9	207-5	210-4	180-9	169-3	167-0	207-6	206-1
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	167-3	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	179-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
Apr. 1, 1949.....	187-6	167-4	130-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	188-6	160-3	137-6	165-1	155-5	186-1	200-1	170-4	159-4	152-8	198-5	195-7
Relative Weight of Employment of Provinces and Economic Areas as at May 1, 1949.....	100-0	6-4	-2	3-6	2-6	28-8	43-1	12-1	5-4	2-2	4-5	9-6

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	May 1 1949	Apr. 1 1949	May 1 1948	May 1 1949	Apr. 1 1949	May 1 1948	May 1 1949	Apr. 1 1949	May 1 1948	May 1 1949	Apr. 1 1949	May 1 1948
	\$	\$	\$									
Manufacturing.....	44.45	44.54	40.78	121-0	120-8	120-1	207-1	207-4	188-7			
Animal products—edible.....	43.32	43.40	39.47	124-9	117-6	125-8	212-8	212-8	200-8	199-0		
Fur and products.....	29.90	40.07	37.69	141-6	139-6	131-8	209-1	209-1	185-7			
Leather and products.....	32.84	33.08	30.27	109-6	110-8	108-4	190-3	193-5	172-1			
Boots and shoes.....	31.97	32.18	29.00	112-7	113-2	106-7	202-9	205-2	173-8			
Lumber and its products.....	39.23	39.32	35.83	116-3	116-9	119-8	211-2	212-7	203-8			
Rough and dressed lumber.....	40.41	40.78	37.06	109-0	107-8	110-6	206-9	206-5	193-7			
Furniture.....	38.32	38.35	34.98	151-9	154-7	148-9	216-2	220-4	215-2			
Other lumber products.....	36.54	35.98	22.95	112-1	116-7	129-2	220-9	226-5	229-5			
Plant products—edible.....	37.97	37.56	34.60	120-6	123-5	211-7	200-7	189-9				
Pulp and paper products.....	49.36	49.68	45.66	138-0	138-0	140-1	229-6	230-9	215-0			
Pulp and paper.....	55.99	57.06	51.66	127-3	126-7	135-6	225-9	229-1	219-8			
Paper products.....	39.75	39.43	37.20	161-7	162-9	154-3	265-3	265-1	240-8			
Printing and publishing.....	46.46	46.32	42-91	142-8	142-7	138-4	222-4	221-7	199-3			
Rubber products.....	44.60	45.73	43.16	124-1	124-9	132-9	236-2	243-6	244-6			
Textile products.....	35.05	35.26	31.69	117-9	119-6	114-0	215-9	220-4	188-7			
Thread, yarn and cloth.....	38.21	38.61	33.84	113-3	115-9	113-2	229-1	236-8	202-7			
Cotton yarn and cloth.....	37.06	38.32	32.86	94-8	95-8	92-0	182-0	190-2	157-2			
Woolen yarn and cloth.....	36.88	36.80	32.95	108-2	112-1	114-5	223-1	230-5	211-4			
Artificial silk and silk goods.....	41.16	40.65	35.94	148-5	153-1	147-8	329-8	335-7	286-6			
Hosiery and knit goods.....	31.44	31.53	28.48	116-6	120-6	122-4	202-3	209-6	192-2			
Garments and personal furnishings.....	32.90	33.08	30.12	131-0	131-0	116-8	223-0	224-2	183-3			
Other textile products.....	37.27	36.99	34.41	94-9	96-2	96-0	175-0	176-0	159-9			
Tobacco.....	40.58	38.36	35.66	114-6	125-0	107-1	259-0	267-3	212-8			
Beverages.....	47.51	47.38	43.79	166-9	157-3	159-3	267-9	251-7	235-0			
Chemicals and allied products.....	47.65	47.53	43.75	97-9	96-5	96-2	171-5	168-6	156-5			
Clay, glass and stone products.....	45.07	45.47	41.35	142-3	136-7	141-2	260-9	253-1	233-1			
Electric light and power.....	48.30	48-14	45.39	158-3	156-0	139-2	242-7	238-3	199-7			
Electrical apparatus.....	48.18	47.95	43.17	167-1	167-5	168-2	301-4	300-7	269-7			
Iron and steel products.....	49.31	49.51	45.44	110-4	111-0	110-4	178-8	180-6	164-7			
Crude, rolled and forged products.....	52-51	52.04	48.94	143-1	143-8	136-0	203-5	202-6	191-1			
Machinery (other than vehicles).....	47.02	47.30	44.46	116-4	117-7	114-3	191-9	195-3	177-6			
Agricultural implements.....	51.33	50.47	48.14	202-3	212-8	206-9	393-9	397-3	376-7			
Land vehicles and aircraft.....	50.31	51.17	45.70	103-6	102-8	97-7	160-5	161-9	137-5			
Automobiles and parts.....	52.60	52.98	49.20	118-9	116-5	110-8	162-7	160-7	141-9			
Steel shipbuilding and repairing.....	47.96	47.08	45.30	79-7	83-3	114-8	127-5	130-8	174-0			
Heating appliances.....	43.74	44.36	41.01	148-0	149-9	142-2	245-0	251-7	223-4			
Iron and steel fabrication (n.e.s.).....	49.24	48.50	44.57	98-1	98-4	103-5	202-8	200-3	190-0			
Foundry and machine shop products.....	47.23	47.57	43.57	94-3	96-9	98-6	210-7	218-1	188-1			
Other iron and steel products.....	46.64	46.71	42.66	99-4	100-8	98-6	189-6	172-3	155-2			
Non-ferrous metal products.....	48.57	48.96	44.00	119-4	120-4	119-0	212-1	215-6	190-0			
Non-metallic mineral products.....	54.96	53.96	49.19	117-9	117-3	120-0	221-2	216-0	202-7			
Miscellaneous.....	38.36	38.23	34.99	149-2	149-4	134-7	271-7	271-3	218-5			
Logging.....	44.58	42.64	41.16	79-8	116-2	106-5	177-1	246-8	219-7			
Mining.....	49.68	51.39	49.27	96-6	96-6	97-2	150-2	155-3	150-0			
Coal.....	42.67	47.75	50.12	94-2	99-3	98-4	157-8	186-4	193-7			
Metallic ores.....	53.96	54.28	50.55	91-2	90-7	86-6	135-7	135-7	120-7			
Non-metallic minerals (except coal).....	48.17	48.62	44.30	123-5	113-2	139-4	219-8	203-2	228-4			
Communications.....	39.98	39.34	36.65	192-0	188-1	177-0	278-2	268-2	235-7			
Telegraphs.....	44.82	44.81	38.88	120-9	119-5	118-4	212-6	210-1	180-8			
Telephones.....	39.04	38.25	36.16	211-2	207-5	194-9	295-2	284-1	252-3			
Transportation.....	51.09	51.56	45.20	139-6	137-1	140-0	217-6	215-8	193-2			
Street railways, cartage and storage.....	45.90	45.44	41.84	154-3	151-4	150-0	242-4	235-5	215-3			
Steam railway operation.....	56.64	58.60	49.49	132-2	132-0	133-2	206-7	213-6	181-9			
Shipping and stevedoring.....	44.44	41.15	38.51	125-5	117-2	134-0	214-8	185-7	199-2			
Construction and Maintenance.....	40.83	42.03	37.37	112-1	102-2	105-8	198-8	186-6	171-7			
Building.....	44.60	45.00	41.34	150-3	143-2	134-6	234-8	225-3	193-3			
Highway.....	33.74	36.34	32.66	91-5	70-7	93-1	160-3	133-5	157-6			
Railway.....	42.91	42.05	36.39	82-6	86-9	80-3	178-8	184-2	147-2			
Services (as indicated below).....	28.30	27.95	25.62	144-1	142-0	142-3	246-2	239-5	220-9			
Hotels and restaurants.....	26.41	26.13	23.78	147-9	146-1	148-9	258-5	252-7	234-2			
Personal (chiefly laundries).....	28.99	28.67	29.13	130-1	127-5	131-6	210-9	204-3	203-1			
Trade.....	37.15	36.78	34.05	146-8	141-1	136-7	223-8	217-7	196-6			
Retail.....	34.58	34.29	31.52	140-6	138-3	134-9	222-2	216-7	195-9			
Wholesale.....	43.65	43.01	40.19	143-0	151-8	145-2	224-1	219-8	198-0			
Eight Leading Industries.....	43.16	43.35	39.70	123-5	122-9	122-1	206-7	206-5	188-0			
Finance.....	41.24	41.11	38.69	143-9	143-8	137-6	204-7	203-9	183-4			
Banks and trust companies.....	37.11	37.08	33.18	154-8	154-8	145-3	220-6	220-4	184-6			
Brokerage and stock market.....	49.18	49.40	47.58	152-6	154-1	156-4	218-1	221-2	215-7			
Insurance.....	46.56	46.22	45.54	129-3	128-9	125-9	187-4	185-6	179-0			
Nine Leading Industries.....	43.68	43.25	39.65	124-3	123-7	122-7	206-7	206-4	187-8			

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	May 1, 1949		Apr. 1, 1949		May 1, 1948	
	Men	Women	Men	Women	Men	Women
	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	77.5	22.5	77.4	22.6	77.8	22.2
Animal products—edible.....	81.0	19.0	81.5	18.5	82.3	17.7
Fur and products.....	67.1	32.9	67.8	32.2	63.9	36.1
Leather and products.....	60.9	39.1	60.8	39.2	61.4	38.6
Boots and shoes.....	57.1	42.9	56.9	43.1	57.3	42.7
Lumber and products.....	91.6	8.4	91.6	8.4	92.0	8.0
Rough and dressed lumber.....	94.7	5.3	94.7	5.3	94.6	5.4
Furniture.....	89.2	10.8	89.0	11.0	90.3	9.7
Other lumber products.....	84.7	15.3	85.1	14.9	86.2	13.8
Plant products—edible.....	68.4	31.6	68.4	31.6	68.4	31.6
Pulp and paper products.....	80.3	19.7	80.2	19.8	80.6	19.4
Pulp and paper.....	94.6	5.4	94.7	5.3	95.3	4.7
Paper products.....	63.1	36.9	62.8	37.2	64.6	35.4
Printing and publishing.....	72.4	27.6	72.2	27.8	71.3	28.7
Rubber products.....	76.3	23.7	76.6	23.4	73.3	26.7
Textile products.....	45.4	54.6	45.2	54.8	45.2	54.8
Thread, yarn and cloth.....	63.6	36.4	63.0	37.0	61.3	38.7
Cotton yarn and cloth.....	61.4	38.6	61.1	38.9	60.1	39.9
Woolen yarn and cloth.....	57.8	42.2	57.1	42.9	56.9	43.1
Artificial silk and silk goods.....	69.3	30.7	68.5	31.5	65.1	34.9
Hosiery and knit goods.....	35.1	64.9	35.7	64.3	34.7	65.3
Garments and personal furnishings.....	29.8	70.2	29.6	70.4	30.3	69.7
Other textile products.....	53.8	46.2	53.1	46.9	54.7	45.3
Tobacco.....	43.3	56.7	44.3	55.7	44.5	55.5
Beverages.....	87.4	12.6	87.9	12.1	87.3	12.7
Chemicals and allied products.....	76.1	23.9	75.8	24.2	76.6	23.4
Clay, glass and stone products.....	89.0	11.0	89.0	11.0	87.6	12.4
Electric light and power.....	87.6	12.4	87.4	12.6	87.8	12.2
Electrical apparatus.....	71.5	28.5	71.3	28.7	71.2	28.8
Iron and steel products.....	92.5	7.5	92.5	7.5	92.8	7.8
Crude, rolled and forged products.....	95.5	4.5	95.5	4.5	95.3	4.7
Machinery (other than vehicles).....	88.7	11.3	88.7	11.3	88.8	11.2
Agricultural implements.....	94.5	5.5	94.6	5.4	95.8	4.2
Land vehicles and aircraft.....	94.3	5.7	94.2	5.8	94.6	5.4
Automobiles and parts.....	89.2	10.8	89.0	11.0	89.7	10.3
Steel shipbuilding and repairing.....	96.6	3.4	96.9	3.1	97.3	2.7
Heating appliances.....	93.7	6.3	93.5	6.5	93.4	6.6
Iron and steel fabrication (n.e.s.).....	92.2	7.8	92.1	7.9	92.4	7.6
Foundry and machine shop products.....	95.6	4.4	95.6	4.4	95.3	4.7
Other iron and steel products.....	84.8	15.2	84.9	15.1	85.2	14.8
Non-ferrous metal products.....	86.5	13.5	86.5	13.5	86.0	14.0
Non-metallic mineral products.....	91.3	8.7	91.3	8.7	91.2	8.8
Miscellaneous.....	63.1	36.9	62.9	37.1	66.7	33.3
Logging	97.6	2.4	97.9	2.1	97.7	2.3
Mining	97.7	2.3	97.7	2.3	98.0	2.0
Coal.....	99.1	0.9	99.0	1.0	99.1	0.9
Metallic ores.....	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal).....	94.5	5.5	94.0	6.0	95.9	4.1
Communications	48.1	51.9	47.0	53.0	47.2	52.8
Telegraphs.....	81.4	18.6	81.4	18.6	80.8	19.2
Telephones.....	40.7	59.3	39.5	6.5	39.6	60.4
Transportation	94.0	6.0	94.0	6.0	94.0	6.0
Street railways, cartage and storage.....	93.3	6.7	93.2	6.8	93.0	7.0
Steam railway operation.....	94.1	5.9	94.1	5.9	93.9	6.1
Shipping and stevedoring.....	95.6	4.4	95.8	4.2	96.3	3.7
Construction and Maintenance	97.9	2.1	97.7	2.3	97.8	2.2
Building.....	97.2	2.8	97.0	3.0	97.2	2.8
Highway.....	98.1	1.9	97.5	2.5	97.7	2.3
Railway.....	99.7	0.3	99.7	0.3	99.6	0.4
Services (as specified below)	48.5	51.5	48.2	51.8	48.0	52.0
Hotels and restaurants.....	50.3	49.7	50.1	49.9	50.4	49.6
Personal (chiefly laundries).....	39.0	61.0	38.6	61.4	43.0	57.0
Trade	61.2	38.8	61.6	38.4	60.7	39.3
Retail.....	55.2	44.8	55.5	44.5	54.0	46.0
Wholesale.....	76.6	23.4	76.8	23.2	77.1	22.9
Eight Leading Industries	78.3	21.7	78.2	21.8	78.6	21.4
Finance	53.0	47.0	53.0	47.0	52.8	47.2
Banks and trust companies.....	49.4	50.6	49.4	50.6	48.6	51.4
Brokerage and stock market operations.....	64.4	35.6	64.7	35.3	65.8	34.2
Insurance.....	57.1	42.9	56.9	43.1	57.2	42.8
All Industries	77.2	22.8	77.1	22.9	77.5	22.5

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
May 1, 1945.....	45.5	46.2	44.5	70.5	78.2	60.9
*May 1, 1946.....	43.0	43.2	42.8	68.9	75.5	62.4
May 1, 1947.....	43.2	43.3	43.1	78.3	85.4	71.2
May 1, 1948.....	43.1	43.4	42.7	89.4	96.2	82.4
June 1, 1948.....	41.7	41.6	41.7	91.4	98.4	84.4
July 1, 1948.....	42.0	42.3	41.6	92.3	99.2	85.2
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Sept. 1, 1948.....	41.7	42.0	41.5	93.4	100.9	85.8
Oct. 1, 1948.....	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.1	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.3	90.7

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter Holidays in the case of April 1, 1948, and May 1, 1946.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

Week Preceding	All Manufacturers(1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
May 1, 1945.....	33.51	32.08	36.98	36.08	29.58	27.10
May 1, 1946.....	32.10	29.63	34.51	32.62	29.89	26.71
May 1, 1947.....	36.13	33.83	38.83	36.98	33.67	30.69
May 1, 1948.....	40.66	38.53	43.36	41.75	38.11	35.18
June 1, 1948.....	40.49	38.11	43.03	40.93	38.12	35.19
July 1, 1948.....	41.03	38.77	43.89	41.96	38.36	35.44
Aug. 1, 1948.....	41.32	39.03	44.00	41.92	38.83	36.04
Sept. 1, 1948.....	41.33	38.95	44.44	42.38	38.46	35.61
Oct. 1, 1948.....	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948.....	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.39	41.91	47.45	45.39	41.47	38.37

1 Exclusive of electric light and power.

* See footnote on to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings*, D.B.S.

	Average Hours Worked			Average Hourly Earnings		
	May 1, 1949	April 1, 1949	May 1, 1948	May 1, 1949	April 1, 1949	May 1, 1948
Nova Scotia.....	44.1	43.9	44.9	87.8	87.7	82.8
New Brunswick.....	44.3	45.0	45.3	90.4	89.6	80.4
Quebec.....	44.1	44.4	44.7	89.5	89.2	80.8
Ontario.....	42.0	42.3	42.4	103.5	103.0	94.3
Manitoba.....	41.7	42.9	43.1	95.8	95.5	85.4
Saskatchewan.....	43.0	42.8	42.6	101.0	99.0	89.7
Alberta.....	41.6	42.9	42.3	100.1	99.2	88.1
British Columbia.....	37.9	38.6	39.3	119.0	118.8	106.3
Montreal.....	42.6	43.0	42.9	94.3	94.1	85.1
Toronto.....	41.2	41.2	41.2	102.5	102.3	94.2
Hamilton.....	43.0	42.9	42.7	111.2	109.1	102.0
Winnipeg.....	41.3	42.4	42.7	94.9	94.7	84.8
Vancouver.....	37.5	38.0	38.5	116.4	116.2	105.8

TABLE C-9.—AVERAGE HOURS AND AVERAGE HOURLY AND WEEKLY EARNINGS OF WAGE-EARNERS FOR WHOM DATA ARE AVAILABLE AT MAY 1, 1949, WITH COMPARATIVE FIGURES FOR APR. 1, 1949 AND MAY 1, 1948.

(The latest figures are subject to revision.)

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	May 1, 1949	Apr. 1, 1949	May 1, 1948	May 1, 1949	Apr. 1, 1949	May 1, 1948	May 1, 1949	Apr. 1, 1949	May 1, 1948
	no.	no.	no.	c.	c.	c.	\$	\$	\$
Manufacturing	42-5	42-9	43-1	98-6	98-2	89-4	41.91	42.13	38.53
*Durable manufactured goods.....	42-7	43-2	43-4	106-3	105-7	96-2	45.39	45.66	41.75
Non-durable manufactured goods.....	42-3	42-6	42-7	90-7	90-3	82-4	38.37	38.47	35.18
Animal products—edible.....	42-9	42-9	43-0	95-1	95-8	86-6	40.80	41.10	37.24
Dairy products.....	46-8	47-4	46-8	74-4	74-2	74-7	34.82	35.17	34.96
Meat products.....	42-7	42-6	41-8	104-9	105-3	95-4	44.79	44.86	39.88
Leather products.....	40-8	41-6	39-7	74-4	74-0	70-4	30.36	30.78	27.95
Leather boots and shoes.....	41-1	42-0	39-6	71-8	71-0	67-0	29.51	29.82	26.53
*Lumber products.....	41-2	41-7	41-8	90-7	89-8	82-0	37.37	37.45	34.28
Rough and dressed lumber.....	40-6	41-2	41-0	95-9	95-0	86-8	38.94	39.14	35.63
Containers.....	44-2	41-6	42-4	80-2	80-6	74-9	35.45	35.53	31.72
Furniture.....	41-7	42-4	42-9	86-2	85-4	77-5	35.95	36.21	33.25
*Musical instruments.....	42-3	44-7	42-7	84-6	84-3	77-9	35.79	37.68	33.26
Plant products—edible.....	42-6	42-4	42-5	77-8	77-9	71-4	33-14	33-03	30-35
Flour and other milled products.....	44-1	42-9	44-0	94-2	94-2	85-8	41-54	40-41	37-75
Fruit and vegetable preserving.....	39-5	40-0	40-1	75-9	77-9	68-4	29-98	31-16	27-43
Bread and bakery products.....	43-9	43-8	44-2	77-3	76-3	71-5	33-93	33-42	31-60
Chocolate and cocoa products.....	42-2	41-2	40-8	66-6	66-2	61-9	28-11	27-27	25-26
Pulp and paper products.....	44-3	44-7	45-7	108-1	107-9	97-2	47-89	48-23	44-42
Pulp and paper.....	47-1	48-0	49-3	113-7	113-8	101-2	53-55	54-62	49-89
Paper products.....	42-4	42-1	43-0	83-7	83-7	78-6	35-49	35-24	33-80
Printing and publishing.....	40-7	40-8	41-2	113-2	112-2	101-7	46-07	45-78	41-90
Rubber products.....	40-3	41-5	42-3	106-0	105-1	96-2	42-72	43-62	40-69
Textile—all branches.....	40-9	41-6	41-3	79-5	79-1	70-9	32-52	32-91	29-28
Thread, yarn and cloth.....	43-1	44-1	43-9	83-3	83-4	72-4	35-00	36-65	31-70
Cotton yarn and cloth.....	41-8	43-1	43-0	84-7	85-4	70-6	34-51	34-55	30-71
Woolen yarn and cloth.....	43-3	43-9	43-5	79-7	78-7	73-1	38-12	38-43	33-63
Silk and artificial silk goods.....	44-9	45-7	46-0	84-9	84-1	73-2	29-67	29-79	27-07
Hosiery and knit goods.....	40-2	40-7	41-2	73-8	73-2	65-7	29-26	29-21	26-51
Garments and personal furnishings.....	38-3	38-8	39-6	76-4	75-8	70-5	27-11	27-10	24-42
Tobacco.....	43-2	41-0	42-3	85-9	83-9	74-7	37-11	34-40	31-10
Beverages.....	43-2	42-3	43-4	85-9	98-9	90-0	42-51	41-83	39-06
Distilled and malt liquor.....	42-5	41-4	42-9	103-7	103-7	93-9	44-07	42-93	40-28
Chemicals and allied products.....	43-5	43-6	43-5	98-7	98-2	90-3	42-93	42-82	39-28
Drugs and medicines.....	40-7	41-0	40-8	81-2	81-7	75-1	33-05	33-50	30-64
*Clay, glass and stone products.....	44-9	45-4	45-8	96-0	96-0	87-2	43-10	43-58	39-68
Glass products.....	45-5	45-2	45-3	91-2	91-8	82-6	41-50	41-49	37-42
Lime, gypsum and cement products.....	45-8	46-4	47-4	95-7	95-5	87-2	43-83	44-31	41-33
*Electrical apparatus.....	41-2	41-4	41-4	110-4	109-7	97-6	45-48	45-42	40-41
Heavy electrical apparatus.....	43-3	43-3	42-5	119-9	120-3	105-0	51-92	52-09	44-63
*Iron and steel products.....	43-2	43-7	44-0	110-7	110-1	100-6	47-82	48-11	44-26
Crude, rolled and forged products.....	45-2	45-2	45-8	113-2	112-5	104-1	51-17	50-85	47-68
Machinery (other than vehicles).....	43-3	43-8	45-0	114-3	113-7	106-2	52-01	51-62	48-64
Agricultural implements.....	43-8	43-2	43-5	115-4	114-8	108-9	50-55	49-59	47-37
Land vehicles and aircraft.....	42-3	43-7	43-4	115-9	115-0	103-5	49-03	50-26	44-92
Railway rolling stock.....	43-1	45-6	45-2	112-8	111-9	97-2	48-62	51-03	43-93
Automobiles and parts.....	41-0	41-6	41-7	122-5	122-0	112-7	50-23	50-75	47-00
Aeroplanes and parts.....	45-0	44-0	41-9	103-6	102-0	95-9	46-62	44-88	40-18
Steel shipbuilding and repairing.....	43-4	42-7	44-4	107-6	107-1	101-6	46-70	45-73	45-11
Iron and steel fabrication.....	42-7	42-6	42-4	104-8	103-7	96-5	44-75	44-18	40-92
Hardware, tools and cutlery.....	42-8	43-2	43-3	96-2	97-8	89-9	41-17	42-25	38-93
Foundry and machine shop products.....	42-0	42-6	43-7	108-9	109-1	97-9	45-74	46-48	42-78
Sheet metal work.....	42-9	42-9	42-7	100-0	100-0	91-7	42-90	42-90	39-16
*Non-ferrous metal products.....	43-2	43-8	43-5	106-0	105-8	95-2	45-79	46-34	41-41
Smelting and refining.....	44-7	45-0	.....	114-9	115-2	.....	51-36	51-84	.....
Aluminum and its products.....	42-5	44-1	.....	98-6	99-3	.....	41-91	43-79	.....
Brass and copper manufacturing.....	42-2	42-5	42-6	103-2	102-5	93-8	43-55	43-50	39-96
Non-metallic mineral products.....	42-8	42-1	43-4	118-6	116-4	105-0	50-76	49-00	45-57
Petroleum and its products.....	41-9	41-0	42-5	127-9	124-5	112-6	53-59	53-05	47-85
Miscellaneous manufactured products.....	42-1	42-2	41-7	82-8	82-7	71-8	24-86	24-80	22-61
Mining	41-4	42-3	43-2	117-3	117-5	111-0	48-56	49-70	47-95
Coal.....	34-6	36-6	39-4	126-5	127-3	126-2	43-77	46-59	49-72
Metallic ores.....	44-7	45-5	45-1	116-2	115-1	108-1	51-94	52-37	48-75
Non-metallic minerals (except coal).....	42-9	42-6	44-8	104-6	105-8	94-3	44-87	45-07	42-25
Local Transportation ²	45-5	45-5	44-9	98-7	98-4	92-2	44.91	44.77	41.40
Building Construction	40-3	40-5	40-8	108-6	108-9	98-6	33.77	34.10	40.23
Highway Construction	35-5	39-1	35-7	85-8	87-6	78-8	30.46	31.25	28.13
Services (as indicated below).....	42-3	42-6	42-9	63-9	63-0	56-4	27.03	26.84	24.20
Hotels and restaurants.....	43-0	43-4	43-5	63-1	62-3	54-7	27.13	27.04	23.79
Personal (chiefly laundries).....	41-1	41-2	41-8	65-4	64-7	59-7	26.88	26.66	24.95

*Industries classed in the durable manufactured goods, are indicated by an asterisk.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—Mar. 1, 1949, 226-6; Apr. 1, 1949, 228-3; May 1, 1949, 227-5; at May 1, 1948, the index was 199.2. ² Chiefly street and electric railways. ³ For information respecting the sex distribution of the persons in recorded employment, see table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(Source: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by Economics and Research.)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Week preceding						
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.5	37.24	123.1	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	129.9	108.1
May 1, 1949 ⁽¹⁾	42.9*	98.6	42.30*	140.0	129.0	108.5

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours \$39.46; May 1, 1949, 42.5 hours, \$ 41.91.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
July	1945	117,390	44,420	161,810	54,753	23,029	77,782
July	1946	71,018	47,951	118,969	139,977	36,758	176,735
July	1947	59,921	35,263	95,184	80,985	33,514	114,499
July	1948	34,242	22,183	56,425	80,206	38,364	118,570
August	1948	30,499	19,709	50,208	63,558	32,715	96,273
September	1948	39,341	24,349	63,690	58,611	29,734	88,345
October	1948	41,047	22,870	63,917	56,725	30,607	87,332
November	1948	31,856	18,595	50,451	67,569	34,280	101,849
December	1948	17,841	16,808	34,649	92,144	37,408	129,552
January	1949	11,996	13,063	25,059	150,474	36,185	186,659
February	1949	10,026	12,990	23,016	204,897	51,909	256,806
March	1949	10,187	13,544	23,731	209,866	51,898	261,764
April	1949	14,444	16,816	31,260	195,559	50,961	246,520
May	1949	21,673	21,840	43,513	158,794	44,932	203,726
June	1949	23,539	24,035	47,574	113,489	41,359	154,848
July	1949 ⁽¹⁾	20,623	21,798	42,401	103,004	44,229	147,233

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 2, 1949

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from April 28, 1949	
				Absolute	Percentage
Agriculture, Fishing, Trapping	1,540	657	2,197	-475	-17.8
Logging	677	3	680	-577	-45.9
Pulpwood	155	2	157	-741	-82.5
Lumber	455	1	456	+163	+55.6
Other logging	67	—	67	+1	+1.5
Mining	1,152	21	1,173	+236	+25.2
Coal	83	2	85	+30	+54.5
Metallic ores—					
Iron	44	1	45	+14	+45.2
Gold	354	4	358	-190	-34.7
Nickel	12	—	12	-118	-90.8
Other metallic ores and non-metallic minerals	634	9	643	+509	+379.9
Prospecting and oil producing	25	5	30	-9	-23.1
Manufacturing	5,323	5,435	10,758	+1,195	+12.5
Food and kindred products	887	754	1,641	+332	+25.4
Textiles apparel etc.	596	3,039	3,635	+399	+12.3
Lumber and finished lumber products	771	95	866	+159	+22.5
Pulp and paper products and printing	549	287	836	+135	+19.3
Chemicals and allied products	226	155	381	+53	+16.2
Products and petroleum and coal	96	13	109	+47	+75.8
Rubber products	72	30	102	-9	-8.1
Leather and products	209	362	571	+14	+2.5
Stone, clay and glass products	186	41	227	+11	+5.1
Iron and steel and products	339	101	440	+17	+4.0
Non-ferrous metals and products	250	51	301	-115	-27.7
Machinery	248	61	309	-52	-14.4
Electrical equipment and products	153	149	302	-16	-5.0
Transportation equipment and other manufacturing	741	297	1,038	+220	+26.9
Construction	3,710	89	3,799	+351	+10.2
Transportation and Storage	1,623	124	1,747	+262	+17.6
Communications, and Other Public Utilities	326	379	705	+96	+15.8
Trade	3,291	2,833	6,124	+5	+0.1
Wholesale	1,143	619	1,762	+226	+14.7
Retail	2,148	2,214	4,362	-221	-4.8
Finance, Insurance, Real Estate	1,109	1,187	2,296	+400	+21.1
Service	4,720	13,320	18,040	+2,498	+16.1
Public	1,139	820	1,959	+186	+10.5
Domestic	166	6,023	6,189	+462	+8.1
Personal	2,095	5,840	7,905	+1,749	+28.4
Other service	1,350	637	1,987	+101	+5.4
All Industries	23,471	24,048	47,519	+3,991	+9.2

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JUNE 2, 1949

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,009	581	1,590	3,808	795	4,603
Clerical Workers.....	1,867	4,296	6,163	6,348	11,704	18,052
Sales Workers.....	2,460	1,438	3,898	3,066	5,767	8,833
Personal and Domestic Service Workers.....	1,670	11,709	13,379	9,908	6,467	16,375
Seamen.....	64	.....	54	1,829	8	1,837
Agriculture and Fishing.....	1,860	159	2,019	1,071	242	1,313
Skilled and Semiskilled Workers.....	8,391	3,740	12,131	41,955	7,733	49,688
Food and kindred products.....	189	63	252	688	561	1,249
Textiles, clothing, etc.....	291	2,484	2,775	1,321	4,445	5,766
Lumber and wood products.....	830	.....	830	2,330	105	2,435
Pulp, paper and printing.....	176	56	232	501	270	771
Leather and products.....	93	197	290	649	262	911
Stone, clay and glass products.....	37	4	41	107	19	126
Metalworking.....	722	37	759	6,407	303	6,710
Electrical.....	107	56	163	1,120	208	1,328
Transportation equipment, n.e.c.....	43	1	44	332	47	379
Mining.....	292	.....	292	850	.....	850
Construction.....	2,246	1	2,247	9,993	1	9,994
Transportation (except seamen).....	1,104	15	1,119	7,223	40	7,263
Communications and public utility.....	27	.....	27	232	1	233
Trade and service.....	410	501	911	914	434	1,348
Other skilled and semiskilled.....	1,570	285	1,855	5,990	856	6,846
Foreman.....	89	8	97	893	122	1,015
Apprentices.....	165	32	197	2,405	59	2,464
Unskilled Workers.....	6,228	2,112	8,340	45,504	8,643	54,147
Food and tobacco.....	302	490	792	1,080	1,449	2,529
Lumber and lumber products.....	409	40	449	1,869	271	2,140
Metalworking.....	182	68	250	1,583	159	1,742
Construction.....	1,555	.....	1,555	6,484	2	6,486
Other unskilled workers.....	3,780	1,514	5,294	34,488	6,762	41,250
Total.....	23,539	24,035	47,574	113,489	41,359	154,848

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF MAY, 1949

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	1,001	847	710
Logging.....	590	376	226
Mining.....	484	449	310
Manufacturing.....	6,092	5,879	3,815
Food and kindred products.....	1,209	1,302	794
Textiles, apparel, etc.....	975	707	419
Lumber and finished lumber products.....	789	798	556
Pulp and paper products and printing.....	486	442	298
Chemicals and allied products.....	257	232	146
Products of petroleum and coal.....	99	126	69
Rubber products.....	89	93	64
Leather and products.....	187	162	98
Stone, clay and glass products.....	227	246	172
Iron and steel products.....	347	344	224
Non-ferrous metals and products.....	242	272	187
Machinery.....	296	304	197
Electrical equipment and products.....	212	190	123
Transportation equipment and other manufacturing.....	677	661	468
Construction.....	3,845	3,869	2,943
Transportation and Storage.....	1,369	1,360	1,019
Communications, and Other Public Utilities.....	324	307	210
Trade.....	3,362	3,609	2,049
Finance, Insurance, Real Estate.....	542	419	195
Service.....	8,360	7,275	5,276
All Industries.....	25,969	24,390	16,753

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS APRIL 29 TO JUNE 2, 1949**

(Source: Form. U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland	348	70	3,915	274	206	3	5,135
Corner Brook.....	21	4	376	17	11	.....	474
Grand Falls.....	6	2	385	2	.....	1	649
St. John's.....	321	64	3,154	255	195	2	4,012
Prince Edward Island	549	237	801	522	341	96	1,183
Charlottetown.....	427	197	554	390	255	75	747
Summerside.....	122	40	247	132	86	21	436
Nova Scotia	3,408	1,458	6,095	3,618	1,943	573	10,740
Amherst.....	92	10	183	110	84	.....	415
Bridgewater.....	121	39	149	108	61	8	395
Halifax.....	1,625	933	2,650	1,704	781	333	3,449
Inverness.....	68	.....	75	70	70	.....	124
Kentville.....	211	190	299	147	43	5	769
Liverpool.....	77	20	124	58	55	1	123
New Glasgow.....	443	60	826	508	274	128	1,340
Springhill.....	24	3	69	30	20	.....	210
Sydney.....	544	103	1,204	644	436	90	2,734
Truro.....	162	90	343	194	85	7	495
Yarmouth-Shelburne.....	41	10	173	45	34	1	686
New Brunswick	3,365	958	5,485	3,098	2,071	403	9,874
Bathurst.....	67	24	205	53	26	10	753
Campbellton.....	134	26	396	179	58	48	727
Edmundston.....	533	67	294	337	323	4	593
Fredericton.....	530	127	417	451	345	46	293
Minto.....	80	5	238	88	78	2	300
Moncton.....	1,108	333	1,647	1,203	707	209	2,562
Newcastle.....	76	14	203	60	65	.....	483
Saint John.....	573	256	1,640	521	340	62	3,259
St. Stephen.....	54	33	205	35	26	3	596
Sussex.....	108	25	100	70	51	9	145
Woodstock.....	102	48	140	101	52	10	163
Quebec	26,914	10,842	32,999	23,317	14,086	1,149	46,574
Asbestos.....	270	261	67	10	6	.....	222
Beauharnois.....	91	46	149	68	50	3	347
Buckingham.....	120	50	156	142	94	22	292
Causapscal.....	123	23	84	108	93	2	271
Chandler.....	263	75	217	185	145	.....	789
Chicoutimi.....	262	89	414	252	140	31	835
Dolbeau.....	7	.....	73	7	7	.....	212
Drummondville.....	221	61	546	187	130	9	994
Farnham.....	106	62	86	74	62	.....	240
Granby.....	158	52	512	185	91	10	879
Hull.....	330	217	992	368	207	.....	1,376
Joliette.....	269	160	340	325	93	9	627
Jonquiere.....	141	23	269	131	91	1	608
Lachute.....	148	64	148	126	81	5	246
La Malbaie.....	34	8	69	29	20	.....	228
La Tuque.....	570	48	388	399	486	15	279
Levis.....	351	150	624	274	226	.....	1,492
Matane.....	76	30	151	99	37	8	311
Megantic.....	109	11	228	146	86	4	292
Mount-Laurier.....	67	31	68	77	21	.....	83
Montmagny.....	115	99	693	39	32	1	900
Montreal.....	16,238	6,920	14,550	12,248	7,910	667	14,502
Port Alfred.....	32	1	95	29	28	.....	223
Quebec.....	1,962	719	3,808	2,795	1,169	121	6,139
Rimouski.....	44	13	85	31	31	.....	696
Riviere du Loup.....	79	60	253	64	50	2	757
Rouyn.....	408	106	484	421	188	46	325
Ste. Agathe.....	305	91	120	285	188	4	60
Ste. Anne de Bellevue.....	149	41	163	125	80	4	123
Ste. Therese.....	287	83	246	255	185	1	200
St. Georges de Beauce.....	142	119	223	108	37	.....	460
St. Hyacinthe.....	252	203	287	164	105	3	479
St. Jean.....	432	171	506	389	237	.....	487
St. Jerome.....	459	81	521	432	341	4	1,487
St. Joseph d'Alma.....	32	9	80	34	17	10	337
Shawinigan Falls.....	119	25	513	236	64	.....	1,199
Sherbrooke.....	995	181	2,090	1,296	568	115	2,001
Sorel.....	51	14	472	44	23	.....	1,188
Thetford Mines.....	77	40	346	131	58	.....	701
Three Rivers.....	462	153	974	484	225	32	2,168
Val d'Or.....	152	162	318	142	106	1	473
Valleyfield.....	235	52	321	201	165	.....	549
Victoriaville.....	171	38	270	172	113	19	497

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS APRIL 29 TO JUNE 2, 1949—Con.**

(Source: Form, U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	55,414	22,988	56,339	50,337	28,794	6,360	40,255
Arnprior.....	298	35	250	376	280	8	82
Barrie.....	630	283	461	600	395	10	93
Belleville.....	333	49	506	398	219	52	474
Bracebridge.....	231	106	206	185	143	1	133
Brampton.....	207	80	214	171	141	.....	140
Brantford.....	844	172	1,045	692	476	84	749
Brockville.....	162	9	176	160	127	9	101
Carleton Place.....	49	23	89	54	37	.....	117
Chatham.....	537	96	736	543	301	117	486
Cobourg.....	268	85	270	299	188	4	135
Collingwood.....	230	36	151	218	194	.....	161
Cornwall.....	429	59	594	382	272	26	820
Fort Erie.....	229	59	196	254	184	.....	145
Fort Frances.....	175	47	202	175	110	.....	143
Fort William.....	566	169	997	508	294	66	1,087
Galt.....	380	170	377	261	181	11	501
Gananoque.....	64	11	76	70	25	31	29
Goderich.....	251	158	105	104	74	16	98
Guelph.....	368	180	444	397	209	19	394
Hamilton.....	4,149	1,461	4,978	4,623	2,091	766	2,611
Hawkesbury.....	35	16	169	59	28	2	222
Ingersoll.....	257	88	256	220	189	2	49
Kapusksasing.....	44	10	43	48	21	.....	75
Kenora.....	113	43	128	91	82	.....	198
Kingston.....	758	158	980	994	589	56	599
Kirkland Lake.....	424	89	531	469	271	40	439
Kitchener-Waterloo.....	1,082	522	759	997	597	45	260
Leamington.....	352	59	384	403	128	120	224
Lindsay.....	218	81	204	200	101	31	177
Listowel.....	67	56	100	74	47	3	93
London.....	3,294	1,440	2,515	2,888	1,397	388	789
Midland.....	177	54	294	266	111	24	207
Napanee.....	47	14	72	43	36	.....	81
New Toronto.....	752	248	706	592	436	10	521
Niagara Falls.....	613	107	622	642	373	55	428
North Bay.....	615	135	486	542	385	43	280
Orillia.....	319	56	380	341	210	38	396
Oshawa.....	956	196	1,379	1,055	689	65	1,454
Ottawa.....	2,590	973	2,881	2,310	1,231	362	2,355
Owen Sound.....	240	63	435	265	112	42	505
Parry Sound.....	81	17	51	63	56	.....	61
Pembroke.....	485	111	456	487	329	.....	265
Perth.....	195	75	180	178	139	5	103
Peterborough.....	482	151	642	570	371	4	749
Picton.....	75	16	95	79	49	6	115
Port Arthur.....	1,038	144	1,347	869	627	206	1,284
Port Colborne.....	123	41	189	118	91	.....	371
Prescott.....	145	24	144	130	105	.....	107
Renfrew.....	188	51	206	169	118	19	127
St. Catharines.....	919	231	1,261	780	502	110	1,196
St. Thomas.....	321	144	277	304	142	37	215
Sarnia.....	606	113	738	750	469	24	440
Sault Ste. Marie.....	435	84	503	493	340	18	337
Simcoe.....	291	128	225	196	164	16	192
Sioux Lookout.....	108	23	121	107	46	36	44
Smiths Falls.....	187	37	230	229	149	5	117
Stratford.....	351	107	362	327	120	103	267
Sturgeon Falls.....	109	25	160	108	74	9	341
Sudbury.....	1,132	376	1,386	1,094	535	280	887
Timmins.....	712	225	905	826	420	84	812
Toronto.....	20,311	12,227	15,525	15,558	9,044	2,107	8,862
Trenton.....	224	87	282	213	134	7	310
Walkerton.....	55	36	108	60	37	.....	165
Wallaceburg.....	313	24	345	324	212	74	195
Welland.....	308	72	601	319	149	48	872
Weston.....	481	150	424	440	234	.....	239
Windsor.....	2,030	311	3,891	2,329	1,012	582	3,773
Woodstock.....	356	262	288	248	152	15	147
Manitoba	8,569	3,276	11,356	8,748	4,093	1,977	8,975
Brandon.....	794	525	688	776	408	33	414
Dauphin.....	151	31	266	178	103	8	183
Flin Flon.....	85	37	134	97	42	8	70
Portage la Prairie.....	199	115	222	205	114	14	203
The Pas.....	192	168	75	39	241	3	70
Winnipeg.....	7,148	2,400	9,971	7,453	3,190	1,911	8,035

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS APRIL 29 TO JUNE 2, 1949—Conc.

(Source: Form. U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	5,884	2,250	6,548	6,131	3,173	1,061	3,469
Estevan.....	135	38	139	123	91	.....	86
Moose-Jaw.....	512	203	686	614	313	67	435
North-Battleford.....	157	74	197	174	115	4	257
Prince-Albert.....	332	105	516	407	217	31	526
Regina.....	2,563	757	2,429	2,649	1,355	620	486
Saskatoon.....	1,567	701	1,936	1,621	743	335	1,266
Swift-Current.....	197	113	186	200	105	.....	178
Weyburn.....	119	60	117	98	79	2	38
Yorkton.....	302	199	342	245	155	2	197
Alberta	10,906	3,526	11,380	11,539	6,268	1,562	5,234
Blairmore.....	279	97	193	164	187	.....	103
Calgary.....	4,040	1,308	4,150	4,188	2,318	546	2,067
Drumheller.....	112	27	157	106	97	.....	128
Edmonton.....	5,012	1,408	5,625	6,143	2,861	986	2,175
Edson.....	205	141	70	41	98	.....	157
Lethbridge.....	717	283	771	636	442	26	305
Medicine Hat.....	321	165	230	161	174	.....	175
Red Deer.....	220	97	184	100	91	4	124
British Columbia	14,490	3,780	20,810	14,368	7,849	1,758	23,463
Chilliwack.....	388	30	282	417	319	23	535
Courtenay.....	98	46	262	84	51	.....	264
Cranbrook.....	177	41	137	207	126	.....	92
Dawson Creek.....	164	21	159	166	180	.....	34
Duncan.....	278	107	304	321	200	8	226
Kamloops.....	415	104	392	328	246	.....	176
Kelowna.....	96	17	182	188	51	22	385
Nanaimo.....	154	22	510	181	99	25	355
Nelson.....	263	86	243	273	165	14	241
New Westminster.....	1,393	514	2,000	1,252	630	116	3,149
North Vancouver.....	457	38	729	466	134	224	754
Penticton.....	160	16	188	194	103	12	287
Port Alberni.....	208	43	238	224	149	.....	169
Prince George.....	648	105	757	806	464	93	731
Prince Rupert.....	585	123	550	666	526	14	163
Princeton.....	94	12	104	81	68	3	62
Trail.....	302	30	433	403	286	6	228
Vancouver.....	6,861	1,795	11,219	6,395	2,888	962	13,610
Vernon.....	224	81	177	176	109	26	308
Victoria.....	1,365	495	1,813	1,416	793	195	1,645
Whitehorse.....	190	54	131	124	262	15	54
Canada	129,847	49,385	155,728	121,952	68,824	14,942	154,902
Males.....	86,051	24,273	111,366	83,936	51,748	8,218	113,543
Females.....	43,796	25,112	44,362	38,016	17,076	6,724	41,359

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (22 weeks).....	527,738	200,286	728,024	170,883	88,715	259,598

E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS
FROM APRIL 1, 1948 TO MAY 31, 1948 AND FROM APRIL 1, 1949 TO MAY 31, 1949**

Regions	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,046	196,170	17,677	246,655
Quebec.....	55,061	810,755	56,312	851,166
Ontario.....	73,868	1,132,498	77,667	1,219,254
Prairie.....	38,515	416,492	40,639	440,317
Pacific.....	22,568	295,251	24,543	311,199
Total for Canada.....	205,058*	2,851,166	216,838	3,068,591

* Includes "seasonal" employees.

**TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY
NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND
PROVINCE, AS OF MAY 31, 1949**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	41	25	5	9	2		
Male.....	38	24	4	8	2		
Female.....	3	1	1	1			
(Male).....	(3,361)	(1,298)	(158)	(240)	(1,440)	(225)	(—)
(Female).....	(108)	(50)	(4)	(9)	(45)	(—)	(—)
Prince Edward Island.....	549	95	25	41	79	70	239
Male.....	406	56	17	29	57	54	193
Female.....	143	39	8	12	22	16	46
Nova Scotia.....	8,135	1,255	497	1,050	1,460	1,106	2,767
Male.....	7,032	1,121	459	928	1,273	952	2,299
Female.....	1,103	134	38	122	187	154	468
New Brunswick.....	7,111	1,380	483	876	1,251	1,029	2,092
Male.....	5,899	1,224	412	727	1,049	820	1,667
Female.....	1,212	156	71	149	202	209	425
Quebec.....	36,726	6,333	3,163	5,310	6,418	4,970	10,532
Male.....	26,304	4,488	2,215	3,567	4,705	3,768	7,561
Female.....	10,422	1,845	948	1,743	1,713	1,202	2,971
Ontario.....	33,936	10,010	4,372	3,731	4,621	3,263	7,939
Male.....	24,586	8,195	3,459	2,631	2,953	2,095	5,253
Female.....	9,350	1,815	913	1,100	1,668	1,168	2,686
Manitoba.....	6,363	1,233	451	631	952	823	2,273
Male.....	3,945	733	246	304	629	520	1,513
Female.....	2,418	500	205	327	323	303	760
Saskatchewan.....	1,875	299	109	192	246	236	793
Male.....	1,202	213	67	123	155	142	502
Female.....	673	86	42	69	91	94	291
Alberta.....	5,304	725	424	895	1,663	824	773
Male.....	4,619	599	383	801	1,569	730	537
Female.....	685	126	41	94	94	94	236
British Columbia.....	15,321	1,452	1,011	1,747	2,516	2,103	6,492
Male.....	10,975	1,117	812	1,274	1,723	1,402	4,647
Female.....	4,346	335	199	473	793	701	1,845
TOTAL.....	115,361	22,807	10,540	14,482	19,208	14,424	33,900
MALE.....	85,006	17,770	8,074	10,392	14,115	10,483	24,172
FEMALE.....	30,355	5,037	2,466	4,090	5,093	3,941	9,728

N.B.—Newfoundland figures in brackets relate to claims filed under the unemployment assistance plan included in the terms of Confederation.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO MAY, 1949

—	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾
January.....		4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,999
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,672
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	485,137

(1) Revised claims included. See Table E-4 for analysis of claims filed at Local Offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, MAY, 1949

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	59 (2,619)	51 (2,243)	3 (114)	5 (262)	29 (2,096)	23 (780)	— (10)	25 (875)
Prince Edward Island.....	225	118	70	37	219	46	2	48
Nova Scotia.....	3,700	2,075	964	661	3,021	1,026	44	775
New Brunswick.....	3,862	2,258	967	637	3,383	977	10	745
Quebec.....	19,576	11,090	4,481	4,005	14,985	4,613	270	5,295
Ontario.....	22,795	15,271	4,456	3,068	18,417	4,455	346	4,863
Manitoba.....	3,043	1,580	783	680	2,262	819	101	613
Saskatchewan.....	1,100	497	270	333	757	349	23	249
Alberta.....	1,636	886	343	407	1,370	363	39	456
British Columbia.....	7,696	3,760	2,752	1,184	6,621	1,639	153	1,527
Total Canada, May, 1949...	63,692	37,586	15,089	11,017	51,064	14,306 ⁽¹⁾	988	14,576
Total Canada, April, 1949...	68,979	42,442	15,699	10,838	56,222	17,159 ⁽²⁾	1,001	17,800
Total Canada, May, 1948...	42,257	21,914	11,703	8,640	31,625	15,298 ⁽²⁾	1,039	11,365

(1) In addition, there were 558 special requests not granted.

(2) In addition, there were 760 special requests not granted.

(3) In addition, there were 542 special requests not granted.

N.B.—Figures for Newfoundland shown in brackets relate to claims filed under the unemployment assistance planⁿ included in the terms of Confederation with Canada. Unbracketed figures relate to claims of insured persons who had become unemployed in one of the other nine provinces, but had filed their claims in Newfoundland.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of May 1948	Month of May 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	6,311	5,691	14,534
Not unemployed.....	1,870	484	970
Not capable of and not available for work.....	652	969	1,717
Loss of work due to a labour dispute.....	205	354	478
Refused offer of work and neglected opportunity to work.....	2,297	1,929	3,373
Discharged for misconduct.....	503	564	1,378
Voluntarily left employment without just cause.....	2,914	3,202	6,633
Other reasons ⁽¹⁾	546	1,113	2,382
Total.....	15,298	14,306	31,465 ⁽²⁾

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O"; contributions; claimants being inmates of prisons, etc.

(2) In addition, 780 Newfoundland claimants were adjudged not entitled to benefit under the unemployment assistance plan included in the terms of Confederation.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, MAY, 1949

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	9 (2,364)	9 (1,703)	146 (48,210)	363 (118,388)
Prince Edward Island.....	1,236	166	20,870	44,488
Nova Scotia.....	10,168	3,059	200,718	460,031
New Brunswick.....	9,767	2,733	156,792	358,563
Quebec.....	50,837	10,828	878,900	1,925,691
Ontario.....	42,845	9,838	594,605	1,316,320
Manitoba.....	7,946	1,884	134,486	287,348
Saskatchewan.....	3,156	622	49,274	108,795
Alberta.....	5,807	1,448	87,095	206,305
British Columbia.....	18,976	4,903	351,094	803,231
Total, Canada, May, 1949.....	150,747	35,490	2,474,080	5,511,135
Total, Canada, April, 1949.....	191,677	48,330	3,400,443	7,605,824
Total, Canada, May, 1948.....	107,347	27,576	1,887,287	3,666,566

N.B.—Newfoundland figures in brackets relate to claims filed under the unemployment assistance plan included in the terms of Confederation.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO MAY 31, 1949

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS	
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Interest on Investments and Profit on sale of Securities	Benefit Payments	Balance in Fund	
	Stamps		Meter	Bulk	Total Employer and Employee	Government	Fines					
	\$	\$	\$	\$	\$	\$	\$					
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	\$	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75		114,011,029 93	
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29		190,327,941 19	
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51		268,034,459 86	
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34		317,240,660 34	
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18		372,878,625 64	
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32		447,734,939 21	
1949.....	46,685,689 27	14,363,308 41	27,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16		529,535,437 38	
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04		532,417,627 65	
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01		537,464,962 40	
SUB TOTAL.....	8,541,765 88	2,481,103 13	5,640,920 56	16,663,789 57	2,533,750 80	2,440 00	2,182,473 70	21,382,454 07	13,452,929 05		537,464,962 40	
GRAND TOTAL.....	287,198,656 14	96,656,028 49	173,163,020 88	557,017,705 51	111,406,182 20	26,248 57	49,781,012 64	718,231,148 92	180,766,186 52		537,464,962 40	

The column "Bulk" includes contributions for armed service \$43,488,425.82 and miscellaneous receipts \$2,134.22.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	143.8		111.4	
1923.....		120.7	124.1	116.9	122.5	140.8		108.6	
1924.....		118.8	121.6	117.4	118.9	140.3		106.5	
1925.....		119.8	127.2	117.4	116.8	139.1		106.1	
1926.....		121.8	133.3	115.9	114.4	135.6		105.1	
1927.....		119.9	130.8	117.3	113.2	135.5		104.8	
1928.....		120.5	131.5	119.7	112.6	134.8		105.0	
1929.....		121.7	134.7	122.7	111.8	130.6		105.4	
1930.....		120.8	131.5	119.4	110.0	114.3		103.3	
1931.....		109.1	103.1	109.7	106.8	100.6		100.4	
1932.....		99.0	85.7	98.6	102.5	93.3		98.2	
1933.....		94.4	84.9	93.1	102.1	97.1		97.8	
1934.....		95.6	92.7	94.0	100.9	97.6	95.4	98.7	95.9
1935.....		96.2	94.6	96.1	101.5	99.3	97.2	99.1	98.1
1936.....		98.1	97.8	99.7	98.9	101.4	101.5	100.1	102.0
1937.....		101.2	103.2	103.1	97.7	100.9	102.4	101.2	102.8
1938.....		102.2	103.8	103.8	101.2	100.7	101.4	101.4	101.0
1939.....		101.5	100.6	106.3	107.1	109.2	107.2	102.3	106.6
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.6	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.6
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
September.....	24.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.7	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.6	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.4
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	60.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	62.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	63.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	66.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	66.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	67.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	68.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	68.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	67.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	67.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	68.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	68.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	69.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JUNE, 1949

(Base:—August, 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	June 1, 1948	May 2, 1949	June 1, 1949						
Halifax.....	149.1	152.4	153.4	201.3	109.4	133.4	191.3	155.9	121.8
Saint John.....	152.3	156.0	157.2	195.7	113.9	136.6	191.6	155.7	127.8
Montreal.....	158.4	161.7	164.6	215.5	117.8	123.6	177.0	172.7	125.3
Toronto.....	151.6	155.0	156.1	196.3	119.3	144.2	183.0	163.5	127.4
Winnipeg.....	148.6	154.7	155.4	204.0	115.1	121.2	174.5	170.7	122.6
Saskatoon.....	157.2	161.7	162.5	212.1	123.2	137.0	186.7	172.3	121.3
Edmonton.....	149.0	155.1	155.8	208.3	109.4	114.6	186.7	162.4	124.9
Vancouver.....	154.3	161.1	162.0	209.7	113.2	139.7	193.2	161.1	130.3

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(Base:—August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	April 1949	May 1949	June 1949	Price June 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	247.7	252.3	259.1	72.3
Beef, round steak.....	lb.	125.7	167.9	167.9	277.6	282.3	289.5	68.6
Beef, rib roast.....	lb.	125.5	174.3	174.3	280.0	283.9	290.9	66.9
Beef, blade.....	lb.	132.7	161.6	162.3	300.6	305.0	311.9	49.6
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	333.1	339.0	347.0	47.4
Veal, front, roll, boneless.....	lb.	139.3	174.0	174.0	320.1	313.6	314.2	53.1
Lamb, leg roast.....	lb.	109.9	164.4	152.8	249.6	257.4	260.9	74.1
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	230.3	229.2	235.1	63.9
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	259.3	259.3	266.2	50.7
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	229.5	229.5	231.4	73.8
Lard, pure.....	lb.	151.3	157.9	159.6	211.4	196.5	189.5	21.6
Shortening, vegetable.....	lb.	134.7	137.5	137.5	231.3	227.8	226.4	32.6
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	173.1	174.1	177.6	55.3
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	164.2	17.9
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	229.7	227.1	227.1	62.0
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	229.0	228.2	227.5	30.4
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	163.5	165.1	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	209.1	218.2	221.2	7.3
Rolled oats, package.....	lb.	112.0	114.0	114.0	155.2	155.2	155.2	9.8
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	162.0	162.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	206.6	200.9	194.3	20.6
Peas, canned, 2's.....	tin	117.5	121.7	121.7	147.5	146.7	145.8	17.5
Corn, canned, 2's.....	tin	128.3	132.7	132.7	185.0	185.8	185.8	21.0
Beans, dry.....	lb.	129.4	133.3	133.3	264.7	262.7	262.7	13.4
Onions.....	lb.	108.2	142.9	126.5	130.6	138.8	179.6	8.8
Potatoes.....	10 lbs.	89.9	218.3	149.4	147.3	149.5	161.4	35.3
Prunes, bulk.....	lb.	115.8	120.2	120.2	182.5	184.2	186.0	21.2
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.2	127.2	127.2	19.2
Oranges.....	doz.	132.5	154.6	154.3	129.4	137.9	153.7	46.7
Lemons.....	doz.	111.3	147.7	148.6	136.3	136.0	140.0	45.5
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	148.6	148.0	147.3	24.2
Peaches, 20 oz.....	tin	101.5	105.1	106.1	143.1	142.6	142.1	28.0
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	143.6	142.1	142.1	19.3
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	181.0	179.9	179.3	30.7
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	155.6	9.8
Coffee.....	lb.	141.6	131.4	131.7	188.5	188.8	188.8	63.8
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.2	176.5	176.5	51.9

* Descriptions and units of sale apply to June, 1949, prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless) per lb.	Lamb leg roast per lb.	Pork		Bacon side fancy sliced rind-on per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib roast prime rolled per lb.	Blade roast per lb.	Stewing boneless per lb.			Fresh loins centre cut (chops or roasts) per lb.	Fresh shoulders hock-off per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P. E. I.—										
1—Charlottetown.....	70·4	64·6	61·7	48·7	47·3	.....	63·3	58·3	50·0	71·8
Nova Scotia—										
2—Halifax.....	74·2	68·6	63·1c	48·3	47·2	39·5	72·3	61·6	48·9	68·3
3—New Glasgow.....	73·7	68·5	69·0	49·5	47·2	.....	.....	61·4	49·8	74·8
4—Sydney.....	81·0	72·9	63·0	54·5	49·3	.....	.....	63·8	.....	70·4
5—Truro.....	67·7	61·7	63·3	44·8	45·5	.....	.....	59·4	48·4	73·0
New Brunswick—										
6—Fredericton.....	70·7	63·6	61·0	46·0	42·9	51·4	69·5	57·3	42·8	69·0
7—Moncton.....	72·5	68·7	66·7	47·8	42·8	.....	.....	62·1	49·1	74·1
8—Saint John.....	77·8	71·9	65·0c	48·9	45·1	50·0	68·3	66·0	50·3	71·5
Quebec—										
9—Chicoutimi.....	73·0	71·2	64·7	49·0	40·0	.....	.....	55·2	49·8	80·0
10—Hull.....	69·0	67·1	62·1	48·3	45·4	50·5	.....	62·1	49·6	66·5
11—Montreal.....	81·3	75·9	72·1	48·6	44·4	49·7	72·0	63·9	52·2	71·8
12—Quebec.....	81·1	79·4	70·9	49·0	42·9	51·1	71·0	56·6	48·8	67·4
13—St. Hyacinthe.....	69·7	64·5	64·6	45·0	36·0	51·0	.....	59·5	48·0	74·0
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	75·5
15—Sherbrooke.....	78·3	72·0	66·4	47·9	38·5	55·7	.....	62·0	49·8	70·5
16—Sorel.....	77·9	72·9	73·7	44·7	46·3	.....	.....	65·2	50·0	72·0
17—Thetford Mines.....	66·8	68·1	.....	46·3	.....	.....	.....	54·4	45·7	.....
18—Three Rivers.....	80·8	72·9	62·4	44·2	38·9	.....	.....	57·6	46·4	68·4
Ontario—										
19—Belleville.....	72·3	71·0	69·7	52·3	53·3	.....	.....	65·7	52·7	70·7
20—Brantford.....	70·9	68·3	65·9	51·3	46·7	53·2	80·0	64·5	48·8	69·9
21—Brockville.....	74·9	71·7	69·3	49·9	49·0	.....	.....	68·1	54·1	75·4
22—Chatham.....	71·6	69·6	67·5	49·3	46·3	.....	.....	66·1	51·1	71·2
23—Cornwall.....	71·6	69·4	65·3c	48·6	50·6	.....	.....	64·4	49·2	70·8
24—Fort William.....	69·9	66·9	70·5	51·9	48·7	.....	.....	67·0	59·5	78·6
25—Galt.....	70·7	68·7	65·0	50·5	47·7	.....	.....	64·5	51·3	68·8
26—Guelph.....	72·3	70·4	68·2	52·2	50·6	54·6	76·3	66·4	47·6	69·7
27—Hamilton.....	73·5	70·7	70·1	52·3	49·1	59·2	76·2	66·6	48·1	68·6
28—Kingston.....	69·2	67·6	62·9	47·6	45·1	.....	71·0	64·0	46·6	69·1
29—Kitchener.....	71·7	69·6	66·1	50·3	48·3	55·6	78·6	67·1	50·1	71·6
30—London.....	74·2	71·6	66·8	51·2	46·5	53·5	84·8	66·5	50·4	70·9
31—Niagara Falls.....	70·7	68·4	66·9	50·6	49·0	.....	.....	64·6	50·0	70·3
32—North Bay.....	70·6	68·8	.....	50·2	48·5	.....	.....	63·3	.....	70·1
33—Oshawa.....	69·3	68·0	67·9	48·9	46·7	.....	.....	62·0	47·4	65·6

COAL AND RENTALS BY CITIES, JUNE, 1949

Locality	Lard pure per lb. package	Shortening vegetable per lb. package	Eggs grade "A" large per dozen	Milk per quart	Butter creamery prints per lb.	Cheese plain mild per ½ lb. package	Bread plain white wrapped per lb.	Flour first grade per lb.	Rolled oats package per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	22-0	33-6	51-8	16-0	63-7	33-5	10-7	7-6	9-5	16-2
Nova Scotia—										
2—Halifax.....	24-2	32-9	59-0	19-0	64-9	31-5	10-4	7-7	11-3	16-0
3—New Glasgow.....	22-0	32-5	57-0	19-0	64-8	32-5	11-2	.....	10-1	16-5
4—Sydney.....	20-6	31-4	61-5	20-0	65-2	31-9	10-0	7-3	10-3	16-4
5—Truro.....	22-7	32-1	56-3	18-0	64-0	33-1	11-2	7-7	10-2	15-6
New Brunswick—										
6—Fredericton.....	22-1	33-0	59-2	17-0	63-8	31-8	11-3	7-5	8-7	15-1
7—Moncton.....	21-5	32-0	56-8	17-0	63-8	31-7	11-3	7-8	10-0	15-6
8—Saint John.....	21-7	32-5	61-0	18-0	65-1	33-0	11-3	7-7	9-9	15-0
Quebec—										
9—Chicoutimi.....	21-7	32-7	58-9	17-0	60-1	33-0	9-3	7-4	.....	16-0
10—Hull.....	18-9	31-8	56-4	18-0	59-9	29-5	10-0	6-9	10-4	14-3
11—Montreal.....	20-2	32-7	58-1	17-5	60-8	29-9	10-0	6-9	10-3	14-7
12—Quebec.....	20-1	31-9	57-8	17-0	60-7	31-1	9-0	6-9	10-5	14-9
13—St. Hyacinthe.....	20-3	32-2	57-0	16-0	60-5	30-3	9-3	7-2	10-9	14-7
14—St. Johns.....	22-3	32-4	58-8	16-0	61-0	31-0	8-7	7-5	10-4	15-0
15—Sherbrooke.....	23-1	32-4	60-3	17-0	59-3	31-3	10-2	7-5	10-3	15-5
16—Sorel.....	19-2	31-9	55-5	16-0	60-4	30-0	8-7	7-3	10-7	15-2
17—Thetford Mines.....	22-4	31-6	52-8	16-0	60-5	31-0	9-3	7-7	10-2	15-3
18—Three Rivers.....	20-0	32-4	57-7	17-0	59-1	31-1	8-7	7-2	10-2	16-1
Ontario—										
19—Belleville.....	20-6	32-5	53-1	17-0	62-0	30-0	10-0	7-2	9-7	14-3
20—Brantford.....	19-1	32-0	54-4	18-0	61-4	29-3	10-0	7-3	9-6	14-5
21—Brockville.....	21-5	33-0	55-3	18-0	61-3	29-6	10-0	7-4	10-2	14-3
22—Chatham.....	20-6	33-8	52-8	18-0	61-4	29-4	10-0	7-2	10-1	14-6
23—Cornwall.....	19-1	32-1	56-3	18-0	61-3	29-3	10-0	7-1	9-6	14-1
24—Fort William.....	21-4	31-2	58-3	20-0	62-5	31-5	10-7	7-1	9-6	14-8
25—Galt.....	18-5	33-1	53-7	17-0	61-5	29-5	10-0	7-3	9-7	14-8
26—Guelph.....	19-0	32-5	54-7	17-0	61-1	28-8	10-0	7-0	10-1	14-6
27—Hamilton.....	18-7	32-3	55-4	19-0	61-5	29-3	10-0	7-1	10-0	14-6
28—Kingston.....	20-2	32-4	52-1	18-0	60-5	29-8	9-3	7-2	9-9	14-6
29—Kitchener.....	19-8	33-0	53-7	17-0	62-1	29-1	10-0	7-3	9-7	14-2
30—London.....	20-6	32-8	53-2	17-0	62-2	29-5	10-0	7-1	9-9	14-3
31—Niagara Falls.....	20-5	32-9	57-3	19-0	63-0	29-2	9-3	7-0	9-8	14-8
32—North Bay.....	22-8	33-7	58-0	18-0	63-3	29-7	10-3	7-4	11-1	15-3
33—Oshawa.....	19-1	32-1	53-5	18-0	61-0	28-5	10-0	7-0	9-5	14-8

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	72.0	68.5	67.7	50.3	47.2	50.5	73.5	65.3	53.3	74.2
35—Owen Sound.....	71.5	68.5	69.2	52.7	46.6			63.9	50.1	68.5
6—Peterborough.....	74.1	70.9	67.4	51.4	49.3	49.3		65.0	49.0	71.8
37—Port Arthur.....	68.9	66.0	65.3	51.3	50.3			63.4	55.0	78.2
38—St. Catharines.....	70.6	68.2	66.6	51.8	48.6			62.0	50.7	65.5
39—St. Thomas.....	70.6	67.2	65.6	51.4	47.1	50.7		63.4	49.8	70.0
40—Sarnia.....	69.3	67.6	64.7	51.6	46.9			61.7	49.1	66.8
41—Sault Ste. Marie.....	70.0	68.1	64.3	49.2	48.7			65.3	53.3	75.3
42—Stratford.....	69.0	68.0	67.4	48.2	45.2			64.0	49.7	69.2
43—Sudbury.....	72.3	69.2	66.6	51.0	51.9			64.7	52.6	71.1
44—Timmins.....	71.0	69.5	65.8	50.0	49.8	54.2		61.8	51.2	68.3
45—Toronto.....	74.1	70.1	71.5	52.8	48.1	57.1	79.5	65.9	48.4	69.1
46—Welland.....	70.3	67.2	61.6c	48.9	44.0			64.1	51.4	68.7
47—Windsor.....	70.5	67.6	65.2	49.7	49.3		75.0	65.1	48.1	67.8
48—Woodstock.....	73.8	70.0	67.0	51.2	48.0			62.2	47.6	71.7
Manitoba—										
49—Brandon.....	70.3	68.3		47.7	49.0			65.7	50.0	79.1
50—Winnipeg.....	70.3	64.1	61.7c	48.1	47.2	51.3	70.1	64.6	53.5	76.9
Saskatchewan—										
51—Moose Jaw.....	67.6	64.7	66.3	50.1	48.3	53.7		64.1	48.7	81.9
52—Prince Albert.....	66.2	62.2	59.0	47.8	46.6	51.8	65.0	62.8	48.2	80.0
53—Regina.....	68.3	64.8	62.7	47.3	47.8	54.4	63.2	64.9	50.4	80.2
54—Saskatoon.....	65.1	62.0	63.5	48.5	47.8	58.2		64.7	52.5	80.2
Alberta—										
55—Calgary.....	68.5	64.3	66.7c	47.1	47.4	46.6	78.0	64.6	53.9	81.0
56—Drumheller.....	68.7	65.7	65.3	51.0	47.7			69.0	54.4	84.0
57—Edmonton.....	66.9	62.3	64.4	45.1	46.4	54.7	64.3	62.2	50.3	79.3
58—Lethbridge.....	69.7	64.5	66.3	47.3	49.0			63.7	49.3	82.3
British Columbia—										
59—Nanaimo.....	78.2	73.0	76.6	52.6	54.0		86.0	69.7	54.7	86.4
60—New Westminster.....	73.9	68.3	69.3	52.0	51.1	56.3	74.2	66.0	54.0	82.4
61—Prince Rupert.....	78.6	73.4	81.5	50.0	51.0			69.2	58.7	89.2
62—Trail.....	74.5	70.6	75.6	52.0	51.0			73.4	62.4	84.4
63—Vancouver.....	78.6	71.7	74.1	52.4	53.1	64.2	80.5	67.0	53.9	84.0
64—Victoria.....	80.5	72.5	72.8	53.3	53.6	60.2	85.5	69.6	53.1	82.8

COAL AND RENTALS BY CITIES, JUNE, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	19-5	32-0	58-8	18-0	61-4	30-0	10-0	7-2	9-9	14-6
35—Owen Sound.....	22-0	32-8	51-1	18-0	61-7	29-0	10-0	7-4	9-2	14-6
36—Peterborough.....	19-5	32-2	51-4	18-0	61-0	29-6	10-0	7-2	9-9	14-2
37—Port Arthur.....	21-2	30-5	58-9	20-0	63-3	30-8	10-7	7-1	9-0	15-1
38—St. Catharines.....	20-3	32-2	56-1	19-0	62-2	29-4	9-3	7-1	9-7	14-5
39—St. Thomas.....	20-3	32-6	53-3	18-0	62-7	30-3	10-0	7-4	9-9	14-5
40—Sarnia.....	20-9	33-2	54-2	18-0	61-9	30-0	10-0	7-1	10-0	14-8
41—Sault Ste. Marie.....	21-5	31-8	58-7	20-0	61-9	30-0	10-7	7-3	10-3	14-9
42—Stratford.....	20-0	32-7	51-6	18-0	62-0	29-8	10-0	6-8	9-9	14-9
43—Sudbury.....	21-9	33-0	59-7	20-0	62-7	30-4	10-7	7-5	10-3	15-1
44—Timmins.....	21-4	32-2	58-1	20-0	61-2	29-7	11-3	7-6	10-4	14-9
45—Toronto.....	20-6	31-7	55-4	19-0	61-2	28-4	10-0	7-1	9-6	14-1
46—Welland.....	19-3	33-2	54-5	19-0	62-6	29-3	10-3	7-1	9-7	14-4
47—Windsor.....	19-8	32-9	54-1	18-0	61-6	29-2	10-0	7-4	10-0	14-6
48—Woodstock.....	19-6	32-3	52-4	17-5	61-9	29-6	10-0	6-8	9-1	14-9
Manitoba—										
49—Brandon.....	23-6	34-0	54-3	16-0	60-4	31-1	10-7	7-4	8-5	15-6
50—Winnipeg.....	22-2	32-0	53-9	17-0	60-6	30-4	11-0	7-0	9-5	14-9
Saskatchewan—										
51—Moose Jaw.....	24-2	33-3	46-5	17-0	59-7	29-9	11-2	7-1	9-1	15-1
52—Prince Albert.....	23-5	32-6	51-7	17-0	60-3	29-5	9-6	7-2	8-7	14-7
53—Regina.....	23-8	34-6	49-3	17-0	59-3	30-9	11-2	7-2	8-4	15-1
54—Saskatoon.....	22-9	33-8	52-0	17-0	60-1	29-9	10-4	7-1	8-6	14-7
Alberta—										
55—Calgary.....	24-1	33-3	51-0	18-0	62-2	29-6	10-4	7-2	8-6	15-1
56—Drumheller.....	25-0	33-1	51-8	20-0	63-9	30-7	11-2	7-5	10-3	15-5
57—Edmonton.....	24-1	34-1	49-1	17-0	62-0	30-1	10-4	7-2	9-1	14-3
58—Lethbridge.....	22-9	32-3	52-3	18-0	62-0	30-7	11-2	7-2	9-2	14-9
British Columbia—										
59—Nanaimo.....	25-8	34-6	55-9	20-0	64-6	32-1	12-5	7-4	9-6	15-1
60—New Westminster.....	23-6	31-5	55-1	17-0	62-9	30-3	11-7	7-2	9-3	14-7
61—Prince Rupert.....	27-2	31-9	61-8	25-0	64-3	33-7	14-0	7-9	10-5	16-1
62—Trail.....	25-9	36-0	57-0	20-0	63-3	31-3	13-0	7-4	9-2	15-4
63—Vancouver.....	25-2	32-3	55-8	17-0	62-6	30-3	12-8	7-1	9-3	14-7
64—Victoria.....	25-6	32-5	56-6	19-0	63-7	31-5	12-8	7-6	9-6	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS¹

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ lb (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	24.3	17.9	22.5	14.1	9.5	22.8	20.5	20.7	39.0	60.7	49.9
Nova Scotia—											
2—Halifax.....	23.9	17.5	21.7	13.7	8.1	27.7	21.8	18.9	46.8	42.2	48.3
3—New Glasgow.....	23.8	16.6	21.3	13.3	6.7	29.2	22.3	22.7	46.0	47.5	50.2
4—Sydney.....	20.8	18.1	22.0	12.4	8.5	30.4	19.4	20.0	52.6	55.3	46.9
5—Truro.....	21.6	17.3	20.5	13.2	8.6	26.8	22.7	19.3	46.3	52.5	49.3
New Brunswick—											
6—Fredericton.....	20.7	19.1	21.2	13.7	9.9	23.9	20.6	19.3	44.8	50.3	50.0
7—Moncton.....	22.3	18.8	22.1	13.1	9.3	24.4	20.5	22.2	42.9	45.2	50.5
8—Saint John.....	20.3	16.3	21.3	14.0	9.0	21.9	21.3	20.4	48.1	49.3	48.0
Quebec—											
9—Chicoutimi.....	17.5	19.7	22.4	14.4	9.2	29.9	.....	23.8	46.0	56.3	56.2
10—Hull.....	17.3	16.7	20.3	13.0	9.0	29.4	21.1	20.0	42.8	36.5	45.2
11—Montreal.....	16.5	16.4	19.2	12.8	8.0	30.3	22.1	20.4	47.5	39.0	45.8
12—Quebec.....	16.3	17.7	20.0	12.4	7.9	22.7	21.1	20.0	46.3	40.3	48.9
13—St. Hyacinthe.....	16.5	17.3	20.4	11.2	8.8	24.5	20.1	17.9	48.0	47.8	47.0
14—St. Johns.....	17.0	17.6	19.5	12.1	7.9	32.3	19.7	20.7	52.3	48.2	44.3
15—Sherbrooke.....	17.8	17.7	20.2	12.2	8.5	23.1	23.6	19.9	45.5	44.7	46.9
16—Sorel.....	18.5	17.2	21.1	11.6	7.9	23.8	21.5	20.0	44.5	45.7	45.3
17—Thetford Mines.....	19.3	17.7	21.1	11.9	8.1	24.0	20.3	17.9	43.3	50.0	49.5
18—Three Rivers.....	18.1	16.5	20.9	11.8	7.1	22.9	20.8	19.9	47.2	42.6	47.8
Ontario—											
19—Belleville.....	18.4	16.8	21.4	13.3	9.7	33.8	18.0	17.8	52.2	40.5	44.9
20—Brantford.....	21.6	16.0	20.4	13.0	8.1	30.1	20.9	18.3	49.2	38.7	44.1
21—Brockville.....	19.7	17.2	21.4	13.1	7.7	29.8	17.0	17.4	49.3	38.7	46.1
22—Chatham.....	21.2	18.1	20.3	11.4	7.2	36.8	22.2	18.0	44.0	40.4	47.1
23—Cornwall.....	18.3	16.2	19.5	12.3	9.8	31.3	20.0	20.1	45.8	38.4	48.5
24—Fort William.....	19.3	17.2	20.7	13.0	8.6	37.0	21.0	21.5	47.0	49.2	48.3
25—Galt.....	19.0	17.1	20.7	13.9	7.4	30.5	22.6	17.6	44.7	37.8	44.3
26—Guelph.....	20.4	16.6	21.3	12.7	10.1	29.8	20.2	17.8	42.9	40.9	44.7
27—Hamilton.....	19.8	16.3	20.5	13.4	8.4	32.8	22.9	17.5	50.1	39.1	43.7
28—Kingston.....	17.9	16.1	20.3	13.9	8.1	34.4	21.7	18.1	46.0	40.5	45.1
29—Kitchener.....	20.4	18.5	20.8	12.8	8.4	32.2	22.3	17.7	46.0	40.6	45.1
30—London.....	20.0	17.6	20.3	13.0	5.7	33.9	21.3	16.7	46.2	45.8	43.0
31—Niagara Falls.....	18.7	17.6	20.6	13.4	9.9	36.2	.....	17.3	49.7	40.7	45.5
32—North Bay.....	20.3	17.0	21.9	12.6	8.4	31.7	19.7	.....	43.0	41.0	49.5
33—Oshawa.....	18.5	17.2	20.0	13.4	9.2	29.4	22.2	18.5	51.5	43.4	44.8

COAL AND RENTALS BY CITIES, JUNE, 1949

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29·3	39·5	35·8	9·6	9·4	71·4	50·2	.....	15·37	26·00-30·00(b)
Nova Scotia—										
2—Halifax.....	29·3	40·8	32·6	9·4	9·4	70·0	49·8	.....	16·87	28·50-32·50
3—New Glasgow.....	29·4	43·6	34·3	9·8	9·8	74·4	50·4	.....	.....	16·00-20·00
4—Sydney.....	29·4	42·2	33·7	10·1	10·0	71·7	50·9	.....	10·85	20·50-24·50(b)
5—Truro.....	28·5	40·5	34·0	9·3	9·4	70·6	52·2	.....	15·25	.....
New Brunswick—										
6—Fredericton.....	28·1	44·4	32·0	9·7	9·6	68·9	50·0	.....	16·70	21·00-25·00(b)
7—Moncton.....	29·6	42·0	32·3	9·9	9·9	67·2	49·9	.....	16·13	27·00-31·00(b)
8—Saint John.....	27·4	39·7	32·5	9·7	9·5	68·6	50·7	.....	17·00	21·50-25·50(b)
Quebec—										
9—Chicoutimi.....	33·4	41·3	36·8	10·1	9·7	73·7	54·3	23·00	.....	.....
10—Hull.....	26·3	38·4	29·8	9·3	9·3	63·8	53·4	21·50	.....	.....
11—Montreal.....	27·4	39·0	29·4	9·0	9·4	67·0	53·1	22·25	.....	24·50-28·50(b)
12—Quebec.....	30·1	42·3	30·9	9·0	9·0	64·2	53·2	21·37	.....	29·00-33·00(b)
13—St. Hyacinthe.....	28·0	38·1	30·2	9·0	8·9	60·2	53·7	22·00	.....	.....
14—St. Johns.....	27·8	37·5	31·0	9·0	9·0	63·0	52·3	20·00	.....	.....
15—Sherbrooke.....	28·1	39·8	31·0	9·0	9·0	63·8	53·1	22·25	.....	21·50-25·50(b)
16—Sorel.....	30·0	40·5	30·8	9·0	8·7	66·3	52·8	21·50	.....	.....
17—Thetford Mines.....	29·7	38·3	34·3	9·1	9·0	64·7	52·1	23·50	.....	.....
18—Three Rivers.....	28·0	39·6	31·0	9·1	9·0	66·4	53·4	22·00	.....	.....
Ontario—										
19—Belleville.....	29·0	35·4	28·5	9·7	9·6	61·3	52·5	21·75	.....	.....
20—Brantford.....	27·3	35·3	28·1	9·8	9·7	62·9	52·4	21·25	.....	23·50-27·50
21—Brockville.....	28·1	36·7	29·3	9·5	9·5	63·5	52·4	22·00	.....	.....
22—Chatham.....	27·3	37·1	28·3	9·9	10·0	64·4	53·6	22·50	.....	23·00-27·00
23—Cornwall.....	29·5	39·2	29·1	9·1	9·1	62·0	51·6	23·00	.....	.....
24—Fort William.....	25·8	42·2	30·3	9·9	10·1	61·3	51·3	.....	23·00	29·50-33·50
25—Galt.....	27·3	33·3	28·0	9·9	9·7	62·8	53·5	21·50	.....	25·50-29·50
26—Guelph.....	27·6	35·4	28·0	9·7	9·6	63·3	53·4	21·25	.....	24·00-28·00
27—Hamilton.....	25·4	33·6	28·1	9·3	9·4	62·6	52·9	20·50	.....	30·00-34·00
28—Kingston.....	28·1	34·8	28·2	9·1	9·1	64·4	52·0	22·00	.....	33·50-37·50
29—Kitchener.....	27·8	35·8	27·5	9·9	9·8	58·1	53·5	21·50	.....	30·00-34·00
30—London.....	27·9	34·1	28·2	9·8	9·6	60·6	51·8	22·00	.....	28·50-32·50
31—Niagara Falls.....	24·8	35·0	28·2	9·6	9·6	62·0	53·2	19·63	.....	0·00-34·00
32—North Bay.....	26·6	38·5	32·7	10·0	9·9	66·5	52·8	24·00	.....	24·00-28·00
33—Oshawa.....	25·9	35·3	28·0	9·5	9·3	65·3	53·3	21·50	.....	27·50-31·50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common, dry, white, per lb.	Onions, cooking, per lb.	Potatoes per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (23 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	17.8	17.0	20.2	12.7	9.3	29.6	22.7	19.6	45.4	37.7	44.9
35—Owen Sound.....	21.2	16.3	21.2	13.4	11.1	37.6	18.7	18.3	44.0	40.9	45.3
36—Peterborough.....	18.6	16.2	19.7	12.7	10.4	29.2	22.0	17.4	48.3	38.9	46.4
37—Port Arthur.....	18.2	18.4	20.7	13.1	9.2	37.5	22.6	21.3	47.3	48.2	48.9
38—St. Catharines.....	20.8	17.9	20.2	12.9	8.6	34.3	21.8	17.1	44.3	39.9	44.2
39—St. Thomas.....	20.4	19.1	21.0	12.1	9.1	35.1	20.1	16.4	49.3	44.0	44.5
40—Sarnia.....	22.1	18.8	21.6	13.3	8.1	36.5	20.7	18.0	44.5	42.2	46.7
41—Sault Ste. Marie.....	21.1	17.1	21.0	12.5	8.3	35.9	22.8	19.4	44.1	39.9	46.7
42—Stratford.....	21.4	17.3	20.8	13.7	11.3	29.5	21.1	16.8	44.8	39.7	45.3
43—Sudbury.....	17.7	16.1	21.7	13.0	7.7	31.2	20.1	18.7	50.8	41.9	47.1
44—Timmins.....	18.0	16.3	20.9	13.4	10.6	36.5	20.7	20.5	46.6	39.6	48.2
45—Toronto.....	18.5	15.8	20.0	13.6	7.5	36.6	21.8	18.0	49.1	40.5	42.7
46—Welland.....	18.9	15.9	20.7	12.9	8.4	32.0	21.5	17.4	46.7	42.6	44.3
47—Windsor.....	19.5	18.0	20.3	12.5	7.5	33.2	23.5	18.8	43.3	43.6	44.8
48—Woodstock.....	20.6	16.8	20.3	12.1	7.4	30.8	21.4	17.2	45.5	39.4	45.0
Manitoba—											
49—Brandon.....	22.0	18.7	21.3	15.7	9.5	43.3	19.7	19.7	46.8	52.0	.....
50—Winnipeg.....	20.5	17.8	20.9	14.3	8.8	41.2	20.5	20.1	46.5	48.4	57.6
Saskatchewan—											
51—Moose Jaw.....	20.7	18.0	21.4	14.6	9.6	48.7	22.2	18.7	46.0	48.7	.....
52—Prince Albert.....	23.1	18.2	21.9	14.6	10.8	32.7	20.3	20.4	49.2	57.3	59.3
53—Regina.....	21.3	19.3	20.6	14.0	9.7	47.0	21.9	20.7	50.9	49.2	59.7
54—Saskatoon.....	22.8	16.7	21.8	13.9	9.4	47.5	22.1	19.9	49.3	57.0	.....
Alberta—											
55—Calgary.....	24.2	17.1	20.1	14.0	9.1	57.0	21.6	20.2	48.8	55.5	55.1
56—Drumheller.....	25.4	17.7	20.3	14.3	10.0	57.1	21.4	20.2	52.8	53.2	59.0
57—Edmonton.....	23.7	17.6	20.5	13.9	9.5	43.5	21.2	20.1	46.1	52.7	57.9
58—Lethbridge.....	22.8	16.7	19.0	13.3	9.2	52.7	22.1	19.3	50.0	55.8	53.5
British Columbia—											
59—Nanaimo.....	24.7	19.2	23.3	15.6	9.3	57.7	23.3	18.8	48.0	49.0	.....
60—New Westminster.....	23.5	17.6	22.7	14.9	8.8	52.3	19.6	18.2	40.1	42.7	48.2
61—Prince Rupert.....	27.8	21.1	24.7	15.6	9.5	58.2	23.8	20.3	49.7	54.0	55.7
62—Trail.....	27.6	20.0	21.3	17.7	10.7	48.9	22.6	22.0	47.4	62.0	58.3
63—Vancouver.....	24.1	17.4	21.8	13.7	8.0	52.1	20.8	19.3	41.8	44.9	51.0
64—Victoria.....	26.3	18.5	22.4	14.9	8.7	53.7	21.1	20.3	46.3	43.7	51.2

COAL AND RENTALS BY CITIES, JUNE, 1943

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27·0	37·2	28·3	9·2	9·3	61·0	52·3	21·50	.....	34·00-38·00
35—Owen Sound.....	28·1	35·7	29·2	9·9	9·9	68·0	53·4	21·50	.....	19·00-23·00
36—Peterborough.....	27·0	37·6	28·1	9·5	9·4	64·1	51·6	22·13	.....	27·50-31·50
37—Port Arthur.....	27·5	42·6	30·6	10·0	9·9	60·7	51·1	.....	23·00	24·50-28·50
38—St. Catharines.....	25·0	34·2	27·4	9·5	9·2	60·4	53·3	21·50	.....	29·00-33·00
39—St. Thomas.....	28·6	38·4	28·8	9·9	9·9	63·7	53·2	21·50	.....	22·00-26·00
40—Sarnia.....	28·8	36·8	29·3	10·1	10·1	63·0	52·9	21·25	.....	.....
41—Sault Ste. Marie.....	27·3	38·9	30·9	10·0	9·8	61·0	52·6	20·00	.....	25·00-29·00
42—Stratford.....	28·2	35·9	29·5	9·9	9·9	63·7	52·6	21·00	.....	.....
43—Sudbury.....	27·9	39·0	31·1	9·9	9·8	61·9	53·0	22·25	.....	32·00-36·00
44—Timmins.....	28·3	39·4	31·8	10·1	9·9	60·8	52·6	25·75	.....	31·50-35·50
45—Toronto.....	25·2	36·5	26·7	9·3	9·3	63·2	52·6	20·75	.....	35·00-39·00
46—Welland.....	25·3	32·4	29·0	9·5	9·5	60·0	51·9	20·00	.....	.....
47—Windsor.....	27·8	34·2	28·8	9·8	9·7	63·5	52·3	21·50	.....	27·50-31·50
48—Woodstock.....	28·0	36·2	27·9	9·9	9·9	63·2	52·1	21·50	.....	.....
Manitoba—										
49—Brandon.....	28·5	42·7	32·7	11·2	11·2	64·8	51·3	.....	16·25	23·50-27·50
50—Winnipeg.....	26·7	40·9	29·9	10·6	10·6	55·4	49·8	.....	17·45	29·00-33·00
Saskatchewan—										
51—Moose Jaw.....	29·3	41·3	33·0	11·2	11·2	63·0	49·8	.....	14·50	27·00-31·00
52—Prince Albert.....	29·6	43·9	33·3	11·4	11·4	63·2	51·3	.....	14·75	21·00-25·00
53—Regina.....	28·4	40·8	31·8	11·0	11·5	64·2	54·2	.....	15·33	30·00-34·00
54—Saskatoon.....	28·7	43·1	33·4	10·9	11·5	62·4	51·0	.....	14·40	24·50-28·50
Alberta—										
55—Calgary.....	27·5	40·7	33·3	10·5	11·0	61·1	50·1	.....	12·40	27·50-31·50
56—Drumheller.....	29·7	45·5	35·7	11·1	11·7	66·2	49·5	.....	.....	23·50-27·50
57—Edmonton.....	27·3	41·1	32·0	10·7	11·3	62·6	49·9	.....	8·20	26·50-30·50
58—Lethbridge.....	28·4	42·7	32·3	10·1	10·9	61·4	51·8	.....	8·35	25·00-29·00
British Columbia—										
59—Nanaimo.....	28·6	36·7	30·8	9·9	10·7	62·7	50·3	.....	.....	19·00-23·00
60—New Westminster.....	27·5	35·1	30·3	9·2	9·3	57·3	49·8	.....	17·05	21·50-25·50
61—Prince Rupert.....	30·1	37·1	34·2	10·4	10·5	65·0	50·9	.....	19·25	21·00-25·00
62—Trail.....	28·6	41·0	33·1	10·1	10·4	59·4	50·1	.....	15·63	23·50-27·50
63—Vancouver.....	26·6	34·3	29·3	9·3	9·3	59·4	49·0	.....	17·03	27·00-31·00
64—Victoria.....	28·4	37·1	29·9	10·0	9·9	60·7	49·7	.....	18·25	23·50-27·50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rent figures are obtained by multiplying increases since June, 1941 by the average rental determined by the census of that date. The increases are based upon reports from real estate agents and *periodic sample surveys* which are now being conducted by direct interview.

(b) Rents marked (b) for apartments of flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone-in.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Mar. 1949	Apr. 1949	May 1949
All commodities	64.0	127.4	155.9	97.3	95.6	67.1	75.4	96.0	103.6	129.1	153.4	157.6	157.5	156.4
Classified According to Chief Component Material—														
I. Vegetable Products.....	58.1	127.9	167.0	88.2	91.6	59.3	63.7	77.0	87.0	115.1	135.4	136.0	140.3	141.5
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	167.7	167.2	166.4
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	62.8	70.9	91.0	91.8	128.8	157.0	162.4	162.3	162.0
IV. Wood, Wood Products and Paper.....	63.9	89.1	194.4	100.3	93.7	62.8	70.9	96.0	120.0	162.4	186.2	183.5	189.5	186.9
V. Iron and Its Products.....	68.9	136.9	168.7	102.6	95.2	62.8	71.3	117.7	117.1	137.9	159.2	171.6	171.5	173.2
VI. Non-Ferrous Metals and Their Products.....	98.4	138.7	139.7	102.3	99.2	64.3	71.3	117.7	117.1	137.9	159.2	171.6	171.5	173.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.9	112.2	107.0	92.6	84.4	85.3	95.2	102.0	114.5	133.5	137.9	136.7	134.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	93.4	81.3	79.8	98.9	99.4	107.9	120.1	127.4	125.2	124.0
Classified According to Purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	142.7	143.6	143.5
Food, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	151.5	154.5	154.8
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	131.9	136.4	136.0
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	149.5	160.6	157.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	60.5	70.4	105.7	119.1	133.1	155.7	154.4	163.7	157.8
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	149.0	160.3	157.8
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	205.4	204.3	202.8
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	152.6	152.4	150.2
Classified According to Degree of Manufacture—														
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	161.7	160.8	159.5
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	140.9	142.0	142.3
Canadian Farm Products—														
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	124.8	126.1	128.8
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	180.9	183.5	183.4
Total.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	145.8	147.6	148.0

The indexes for 1949, are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
	Cost of Living Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	1935-39	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Description of Index:														
Localities:				Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 =1000	Dec. 1942 =1000
	(a)	(b)	(b)		(b)	(l)				(c)			(d)	(e)
913.	79.1	70.7	100	100.0	(g) 100					100		81.4		628
914.	79.1	71.8	100	100.0	(g) 123							85.5		676
915.	80.7	72.5	100	100.0	(f) 146							90.8		724
916.	87.0	77.9	100	100.0	(f) 176							99.6		786
918.	102.4	91.6	100	100.0	(f) 203					204		106.4		850
919.	139.5	107.5	100	100.0	(f) 215					222		117.7		912
920.	145.5	123.8	100	100.0	(f) 239					224		145.8		1019
921.	159.4	139.9	100	100.0	(f) 256					200		132.0		1034
922.	160.6	137.7	100	100.0	(f) 256					164		110.1		952
925.	129.1	126.1	100	100.0	(f) 183	185				162	125	106.3	(f)	1010
926.	121.8	129.5	100	100.0	(f) 162					170	118	106.6	1150	1004
929.	121.7	122.5	100	100.0	(f) 145	151				138	89	83.2		795
933.	64.4	92.3	100	100.0	(f) 145	178	108		(k)	138	(m) 103	99.9	1029	990
939.	101.5	99.4	100	100.0	(f) 158	193	130		128	138	138	103.4	1051	1035
940.	105.6	100.2	100	100.7	(f) 184	205	190		129	151	174	105.2	1061	1035
941.	111.7	105.2	100	104.4	(f) 199	226	160		138	174	138	105.2	1111	1073
942.	104.4	121.0	100	121.0	(f) 200	250	175		149	193	184	116.4	1167	
943.	118.4	123.6	100	158.5	(f) 199	282	224		152	203	242	124.4	1267	
944.	118.9	125.4	100	199.1	(f) 201	295	255		151	207	270	128.8	1270	1002
945.	119.5	128.4	100	213.5	(f) 203	295	285		151	209	293	132.8	1270	1003
946.	123.6	139.3	100	266.7	(f) 203	291	645		152	208	287	134.1	1270	1008
947.	135.5	159.2	100	300.3	(f) 203		1080		156	217	270	139.7	1309	1039
948.	155.0	171.2	100	318.9	(f) 108	99		4575	156	224	281	147.7	1392	1105
July, 1948.	166.9	173.7	100	322.3	(f) 108		1632	4847	165	223	280	150.1		
August, 1948.	167.5	174.5	100	327.4	108	99	1528	4601		223	280	149.4		
September, 1948.	158.9	174.5	100	325.0	108		1670	4792		223	280	151.2	1470	1098
October, 1948.	159.6	173.6	100	325.6	108		1783	4910	166	223	280	151.8		
November, 1948.	159.6	172.2	100	327.1	109	99	1844	4838		226	279	151.8		
December, 1948.	158.9	171.4	100	325.7	109		1870	4870	166	225	282	150.2	1512	1107
January, 1949.	159.6	170.9	100	324.9	109		1928	4917		224				
February, 1949.	159.5	169.0	100	325.9	109	99	1985	4985		224				
March, 1949.	159.2	169.5	100	325.9	109		1887	4958		223				
April, 1949.	159.3	169.7	100	327.9	109		1887	4958	166	222				
May, 1949.	159.5	169.2	100		109		1781	4980		221				
June, 1949.	160.5		100											
July, 1949.														

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JUNE, 1948-1949†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10‡	10	1,811‡	1,811	9,700	0-01
February.....	6	9	6,711	7,235	71,732	0-09
March.....	8	10	1,228	5,978	135,725	0-17
April.....	9	18	785	7,877	139,500	0-17
May.....	15	23	4,028	10,540	174,150	0-22
June.....	15	27	4,138	11,359	141,084	0-18
Cumulative Totals.....	63		18,701		671,891	0-14
1948						
January.....	19‡	19	12,729‡	12,729	135,835	0-17
February.....	8	14	1,858	11,058	140,130	0-17
March.....	9	15	1,360	3,845	57,133	0-07
April.....	12	18	2,152	4,678	51,269	0-06
May.....	13	22	1,157	3,204	39,754	0-05
June.....	16	29	2,048	3,804	34,337	0-04
Cumulative totals.....	77		21,304		458,458	0-09

* Preliminary figures.

‡ Strikes untermminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1949 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to June, 1949				
MINING— Asbestos miners, mill-work- ers, etc., Asbestos, Black Lake, Coleraine, Norbestos, Thetford Mines, P.Q.	10	4,650	85,000	Commenced February 14; for a new agreement providing for increased wages, elimination of asbestos dust, welfare and pension plan, extension of vacations with pay, pay for nine statutory holidays, following reference to provincial conciliation; untermiated; (work resumed between June 24 and 28 by all workers except employees of one company at Asbestos).
Fluorspar mine workers, St. Lawrence, Nfld.	1	120	240	Commenced April 26; protesting reduction of 2c per hour in cost-of-living bonus; terminated June 2; conciliation, provincial; in favour of workers, bonus incorporated in basic pay and increase in wages granted.
MANUFACTURING— Textiles, Clothing, etc.— Hosiery factory workers, Plessisville, P.Q.	1	67	200	Commenced April 1; for a new agreement providing for increased wages and reduced hours; terminated June 4; negotiations; compromise.
Metal Products— Metal factory workers, Watford, Ont.	1	123	2,700	Commenced April 12; for a union agreement providing for increased wages, time and one-half after 48 hours, pay for four statutory holidays, etc., following reference to conciliation board; terminated June 25; conciliation, provincial and civic; compromise.
Metal factory workers, Hamilton, Ont.	1	(3) 19	450	Commenced May 25; alleged discrimination in dismissal of three workers, and for union recognition and agreement; untermiated.
Railway car factory work- ers, Hamilton, Ont.	1	1,500	33,000	Commenced May 26; for a new agreement providing for increased wages retroactive to March, 1949, and reduced hours; untermiated.
Non-Metallic Minerals, Chemi- cals, etc.— Optical lens factory workers, Edmonton, Alta.	1	3	70	Commenced April 9; for union recognition and agreement providing for increased wages, following reference to arbitration board; employment conditions no longer seriously affected by the end of June; indefinite.
Crushed stone and cement block factory workers, Ottawa, Ont.	1	50	50	Commenced May 27; for a union agreement providing for increased wages; terminated June 1; negotiations; compromise.
Miscellaneous Products— Stencil factory workers, Vancouver, B.C.	1	9	200	Commenced March 26; for a new agreement providing for increased wages and reduced hours, following reference to arbitration and conciliation board; employment conditions no longer seriously affected by the end of June; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1949 ⁽¹⁾—*Con.*

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(?)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to June, 1949—conc.				
MANUFACTURING—conc. Miscellaneous Products—conc. Ice cream cone factory workers, Hamilton, Ont.	1	30	100	Commenced May 30; alleged discrimination in dismissal of one worker and for union recognition; terminated June 4; return of workers pending settlement; indefinite.
CONSTRUCTION— Buildings and Structures— Carpenters, Glace Bay, New Waterford, Sydney, N.S.	5	150	1,200	Commenced May 16; for a new agreement providing for increased wages; terminated June 10; return of workers pending reference to conciliation board; indefinite.
TRANSPORTATION— Water— Seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports.	.....	(⁵) 500	(⁵) 5,000	Commenced March 22; for a union agreement providing for increased wages, reduced hours, changes in working conditions, preferential hiring arrangements, etc., following reference to conciliation board; unternminated.
Strikes and Lockouts Commencing During June, 1949				
MINING— Gypsum quarry workers, Wentworth Creek, N.S.	1	350	700	Commenced June 1; for a new agreement providing for increased wages and reduced hours; terminated June 2; return of workers pending further negotiations; compromise.
Coal miners, Midlandvale, Alta.	1	160	480	Commenced June 6; protest against refusal to re-employ miner absent for six weeks seeking other work; terminated June 8; negotiations; compromise, miner reinstated without seniority pending further negotiations.
Coal miners, East Coulee, Alta.	1	119	238	Commenced June 16; dispute over interpretation of clause in agreement <i>re</i> vacations with pay; terminated June 20; return of workers pending further negotiations; indefinite.
MANUFACTURING— Vegetable Foods, etc.— Bakery workers, Windsor, Ont.	1	115	230	Commenced June 29; for a union agreement providing for increased wages, time and one-half after 8 hours, and minimum pay of 48 hours per week for salesman; unternminated.
Rubber and its products— Tire factory workers, pocket builders, Kitchener, Ont.	1	(⁴) 18	54	Commenced June 15; dispute over seniority of one worker; terminated June 17; return of workers; in favour of employer.
Boots and Shoes (Leather)— Shoe factory workers, Midland, Ont.	1	17	45	Commenced June 20; misunderstanding over wage rates for two workers pending ratification of union agreement under negotiations; terminated June 22; return of workers pending signing of agreement; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JUNE, 1949 ⁽¹⁾—con.

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During June, 1949—conc.				
MANUFACTURING—conc.				
Printing and Publishing— Lithographers, London, Hamilton, Ottawa, Toronto, Ont.	27	569	650	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; un-terminated.
Miscellaneous Wood Products— Box factory workers, Yarmouth, N.S.	1	32	192	Commenced June 1; for a union agreement providing for increased wages and reduced hours; terminated June 8; negotiations; compromise.
Sash and door factory workers, Saskatoon, Sask.	2	39	170	Commenced June 25; for a new agreement providing for increased wages; un-terminated.
Metal Products— Freight car wheels factory workers, Trenton, N.S.	1	75	600	Commenced June 8; for increased wages; terminated June 16; return of workers pending settlement; indefinite.
Aluminum processing fac- tory workers, Kingston, Ont.	1	1,735	5,000	Commenced June 13; for a new agreement providing for increased wages, pay for eight statutory holidays instead of four, shift differential, check-off, etc.; terminated June 15; negotiations; compromise.
Electrical apparatus factory workers, Toronto, Ont.	1	383	2,300	Commenced June 23; for a new agreement providing for increased wages and reduced hours; un-terminated.
Miscellaneous Products— Upholsterers, Montreal, P.Q.	1	17	30	Commenced June 8; for a new agree-ment providing for increased wages and other changes; terminated June 9; return of workers pending reference to arbitration; indefinite.
CONSTRUCTION—				
Building and Structures— Carpenters, Yarmouth, N.S.	4	59	885	Commenced June 1; for a union agreement providing for increased wages and reduced hours; terminated June 20; return of workers pending reference to conciliation board; indefinite.
Carpenters, London, Ont.	.....	450	1,300	Commenced June 8; for a union agreement providing for increased wages, two weeks' vacations with pay, and other changes; terminated June 11; return of workers pending further negotiations; inde- finite.

⁽¹⁾ Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

⁽²⁾ In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

⁽³⁾ 12 indirectly affected; ⁽⁴⁾ 839 indirectly affected.

⁽⁵⁾ Estimated.; see article elsewhere in this issue, also in April, May, June and July issues.

FUNCTIONS OF THE DEPARTMENT OF LABOUR

The Department of Labour of Canada has functioned for forty-nine years as the agency of the Federal Government charged with the administration of labour legislation. During the war the Department's activities were widely expanded. The functions of the principal branches of the Department and agencies associated with it are—

Industrial Relations.—This Branch of the Department is charged with the administration of (1) The Industrial Relations and Disputes Investigation Act providing for appointment of Conciliation Officers, Conciliation Boards and Industrial Inquiry Commissions by the Minister of Labour; (2) The Conciliation and Labour Act, empowering the Minister to inquire into the causes and circumstances of disputes and take measures toward their settlement; and (3) The Fair Wages and Hours of Labour Act, 1935, governing the application of minimum and prevailing rates of pay to all employees of Government contractors and subcontractors. The Branch also makes recommendations concerning the wage rates of prevailing rates employees of the Dominion Government.

This Branch has also assumed from the Industrial Production Co-operation Board the responsibility of developing closer co-operation between labour and management through the establishment of joint production committees and by the dissemination of informational material in visual and printed form.

In addition, the Industrial Relations Branch supplies the officers and staff employed by the Canada Labour Relations Board in administering the Industrial Relations and Disputes Investigation Act with respect to the functions described below.

The office of the Director of Industrial Relations is located in Ottawa and Branch Offices and staff are located at Vancouver, Winnipeg, Toronto, Montreal and Fredericton. Labour-Management Co-operation offices and staff are located at Vancouver, B.C., Winnipeg, Man., Hamilton, London, Windsor, St. Catharines, Kitchener, Toronto, Ont., Montreal, Three Rivers, Que., and Fredericton, N.B.

Canada Labour Relations Board.—The Board, upon which labour and management are represented equally, administers the provisions of the Industrial Relations and Disputes Investigation Act concerning certification of bargaining representatives, establishment of procedures for the final settlement of disputes concerning the meaning or violation of collective agreements, and complaints that there has been a failure to bargain collectively under the Act.

Economics and Research.—The collection, compilation and publication of statistics of employment, wages, hours, strikes and lockouts, industrial accidents, collective agreements, and labour organization; the conduct of investigational and research work bearing on industrial relations and labour conditions; the publication of bulletins of information on these subjects.

Labour Gazette.—The monthly publication of the LABOUR GAZETTE provides a review of the labour-industrial situation throughout Canada.

Legislation.—Analysis and publication of information concerning all aspects of labour laws in Canada and abroad.

Canadian Vocational Training.—The types of training carried on under Dominion-Provincial co-operation include: training of apprentices; retraining of workers released from employment; training of foremen and supervisors; training of young people and assistance to students.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service.

National Employment Service.—Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for industries and the government service.

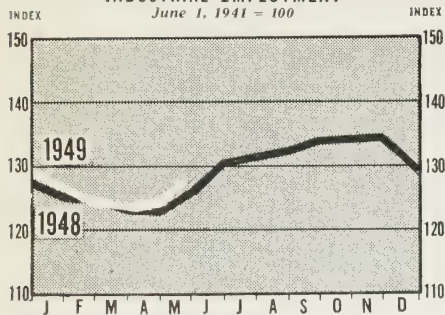
Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization.—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

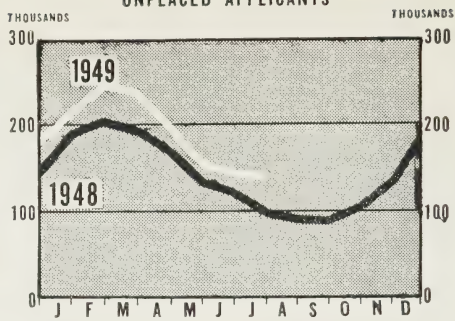
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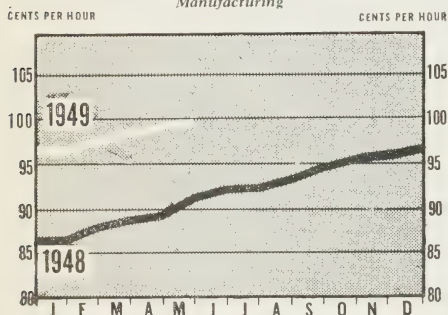
INDUSTRIAL EMPLOYMENT
June 1, 1941 = 100



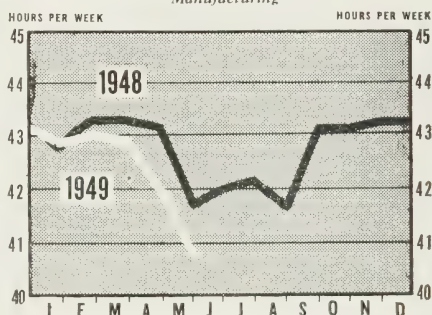
UNPLACED APPLICANTS



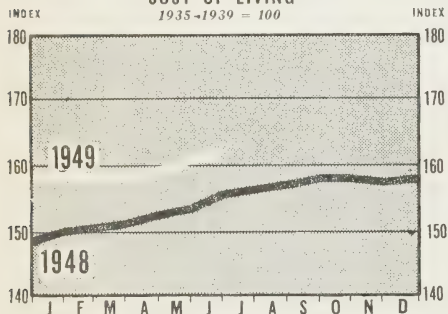
AVERAGE HOURLY EARNINGS
Manufacturing



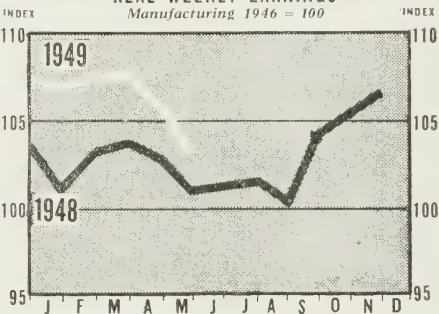
AVERAGE HOURS WORKED
Manufacturing



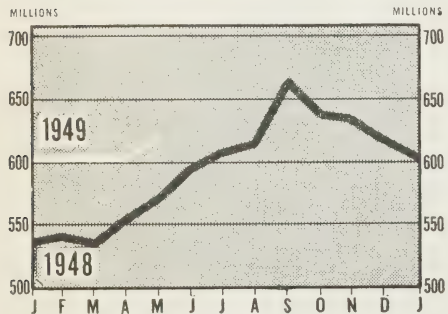
COST OF LIVING
1935-1939 = 100



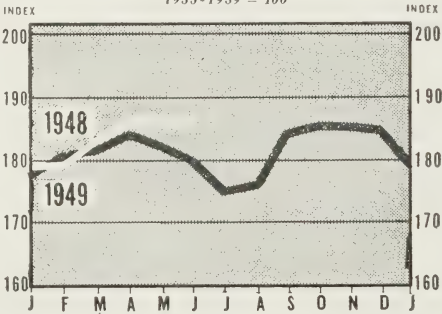
REAL WEEKLY EARNINGS
Manufacturing 1946 = 100



LABOUR INCOME



INDUSTRIAL PRODUCTION
1935-1939 = 100



THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

Editor: **Harry J. Walker**
Assistant Editor: **John Mainwaring**
Circulation Manager: **C. E. St. George**

Volume XLIX
Number 9
September, 1949

The Labour Month in Brief

During July and August, employment moved towards its seasonal summer peak. The cost-of-living index, and the average of hourly earnings, reached new high points. There was a decline in strike activity.

Employment

Employment and production were at record levels during the summer, in response to seasonal influences. The Dominion Bureau of Statistics index of industrial employment (base 1926=100) was 198.3 at July 1, 1949, as compared with 198.0 a year earlier. The number of unplaced applicants for employment, however, was also higher than last year, totalling 147,491 and 139,244 at July 1 and August 1, 1949, as compared with 118,570 and 96,273 at the corresponding dates in 1948. By August 25, 1949, the number of unplaced job applicants had dropped to 138,240.

Jobs appeared to be plentiful for skilled workers, and labour shortages had developed in some cases, but unskilled or otherwise handicapped workers now had to meet more exacting standards from employers. Such lay-offs as had occurred generally affected only a small number of workers, who were usually absorbed by active industries.

Prospects for the future would be affected by export market conditions (see p. 1142).

Industrial Relations

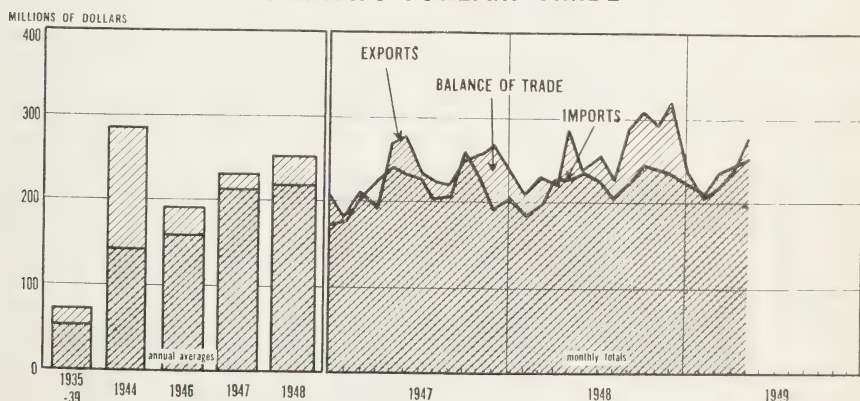
There was a substantial decrease in time loss from strikes and lockouts during July, the total loss being 57,744 man-working days, as compared with 141,084 the previous month.

For the first seven months of this year, preliminary figures show 73 strikes and lockouts, involving 26,037 workers, with a time loss of 729,635 man-working days. For the similar period in 1948 there were 90 strikes and lockouts, with 27,672 workers involved and a time loss of 536,046 days.

Based on the number of wage and salary workers in Canada, the time lost in July, 1949, amounted to 0.07 per cent of the estimated working time.

The strike called by the Canadian Seamen's Union against the deep-sea ships of Canadian registry which are owned and operated by Canadian East Coast shipping companies collapsed for all practical purposes during July when the dock workers of London, England, voted overwhelmingly to resume work on Canadian flag vessels. The strike had ceased to be effective in Canada many weeks before (see p. 1101).

CANADA'S FOREIGN TRADE



Cost of Living

The Dominion Bureau of Statistics cost-of-living index advanced from 162·1 to 162·8 between July 2 and August 1, 1949. As during the preceding month, the increase was mainly attributable to higher prices for foods.

Earnings

The average hourly earnings of hourly-rated wage-earners reported by leading Canadian manufacturing establishments at June 1 reached a new maximum figure of 99·1 cents, a gain of half a cent over the figure recorded for the week of May 1.

There was a decline of 1·7 hours in the average time worked by wage-earners for

whom leading manufacturers kept record of hours worked during the week of June 1 as compared with the same pay period at the beginning of May, largely due to the observance of holidays. This brought about a decline in average weekly wages from \$41.91 to \$40.43.

Production

Industrial production during May continued its upward movement to reach a new high, with the Bureau of Statistics general index of production standing at 187·0, an increase of 0·9 over the revised April figure of 186·1. The May standing compares with 182·0 for May last year.

(Continued on page 1087)

LABOUR DAY MESSAGE OF THE HON. HUMPHREY MITCHELL, MINISTER OF LABOUR

Another Labour Day has been reached in Canada and again it is my privilege as Minister of Labour for Canada to extend to the workers of our great and growing country my best wishes not only for a happy commemoration of the event but for the years which lie ahead.

This is Labour's traditional holiday and I am sure that the thoughts of our citizens generally will be with them on the occasion.

It is 55 years ago since the Parliament of Canada passed the amending act which included Labour Day as a statutory holiday. Year by year since then has seen a steady development in the importance of the place which labour has in our country.

In the past half century, of course, there have been differences between labour and management. That was to be expected during our increasing industrial development.

I am happy to note that now, with maturity, friendly settlements around the conference table are more general.

There is a greater responsibility resting upon organized labour today than ever before. Likewise there is an increased responsibility on management. In the past decade organized labour's strength has risen from a little more than 300,000 to almost 1,000,000. That is a considerable proportion of the total working force of Canada, excluding those who work in agriculture. It will be seen, therefore, how vital organized labour is to the economy and the general welfare of our country. Happily there is sound understanding of this on the part of the wise leaders of most of our important trade unions. In these difficult days, 10 years after the outbreak of the second world war, we must have intelligent

co-operation between all groups in our country if we are to maintain importance in world affairs. We see the trouble of other lands still suffering from the effects of the last war, striving to regain their economic feet and making slow progress. We are adversely affected by the situation in those other countries, as our labour leaders and employers realize. Our economy is built on domestic and export trade with export trade having accounted for 35 per cent in the past. We must do everything we can to maintain that condition if we are to continue to prosper.

Since the war Canada has been among the best countries in the world in which to live. We have had high employment at better wages than ever before, shorter hours of labour and vacations with pay. We do not know the meaning of the austerity which they have in Great Britain and in other lands across the seas.

As we gain advantages to enjoy the better life so we assume greater obligations. It is obvious that we cannot take more unless we put more in. What I mean by that is that we cannot have better paid jobs and shorter hours with paid holidays unless there is increased efficiency in the work of each of us day by day. Otherwise, the gains would prove ephemeral, there would be no improvement in the real living standards of the workers and the interests of the people generally and our national progress would be imperilled. If the rate of production keeps pace with the improved position of the workers of Canada we have nothing to fear. We shall continue to go forward to the great destiny which is assured a country with such rich resources, human and material, as we possess.

LABOUR DAY MESSAGES OF LABOUR LEADERS

Leaders of Canada's labour organizations in their traditional Labour Day messages commented on the increased stature and prestige of organized labour. Of particular significance, it was pointed out, is the development within the labour movement generally of a growing sense of maturity and responsibility.

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, referring to the origin of Labour Day in Canada, pointed out that the Trades and Labour Congress, in 1888, passed a motion calling for legislation that would make Labour Day a national holiday.

The Congress has no forebodings of the future, Mr. Bengough declared. "As for our differences, few who give any thought to such happenings would wish to see the day when we couldn't disagree. The only place where these things don't occur is behind the Iron Curtain, and the workers of Canada, as represented by this Congress, have no stomach for dictation and a wholesome dislike for domination. The Trades and Labour Congress is a free and voluntary organization." The affiliated membership, he said, are not by any stretch of the imagination revolutionists. "They set the highest valuation on their democratic freedoms. Believing in progress they are builders, not wreckers. They want assurance of security in useful employment with a standard of living that will allow them to have a good home in happy surroundings. They want laws established that will give adequate protection for all during illness and old age.

"Canada is a wonderful country with untold natural resources which, if properly developed, could readily provide full employment with a standard of living in balance with all our reasonable needs. The desire of the workers, in fact of all people, is to go forward to a fuller life. Communism feeds on misery and injustice. Democracy is the most effective antidote to the menace of Communism. There can be no better objective for the coming Labour Year than to make democracy work."

Mr. A. R. Mosher, President of the Canadian Congress of Labour, made reference to the improved relationship between labour and management. "It is noteworthy," he said, "that the industrial picture in Canada at the present time is almost free from labour disputes." This, he felt, is an indication that both labour and management are learning to live and work together for the common good. "In

the past, it was assumed that management alone had access to the facts of economic life, and that labour lacked both knowledge of them and understanding of their significance. Many unions have reached the stage, however, where they can meet management on more or less equal terms, and base their demands on a thorough study of all the facts involved. They are capable of analyzing the economic situation as it applies to the industry concerned, and basing their arguments upon reason as well as economic justice."

Turning to the emphasis which is being placed on social security plans, Mr. Mosher said the workers feel that security provisions must be included among the objectives of Labour unions. "They are deeply concerned with seasonal fluctuations in industry, with the problems of international trade, and with all other factors which affect the continuity and the prosperity of their industry."

In conclusion, he said, labour is not only eager to promote the well-being of industry in Canada in a spirit of partnership and co-operation, but is prepared to take its part in contributing toward the well-being of less fortunate people throughout the world.

Mr. Gérard Picard, President of the Canadian and Catholic Confederation of Labour, in extending greetings to the members of the CCCL hoped that in their Labour Day rejoicings they would not lose sight of the important mission they have to perform, "that of establishing a new social order, drawing its inspiration from the social doctrine of the Church."

He expressed the fear that perhaps the favourable economic situation since the end of the war might have resulted in a certain amount of unconcern among organized workers. "The year 1949 seems to indicate that, unless there is a righting of matters, which can be obtained only by the working together of the forces of order, we shall live through a second cycle of events similar to that which the world knew from 1914 to 1938: a war, a period of prosperity, a depression." He declared, "No stone must be left unturned to ensure security and stability. Insecurity of workers and instability of economic conditions are two projectors of subversive ideas and open the way to totalitarian forms of government—fascist or communist.

"The CCCL will remain in the fight, and the working classes can count on its vigilance and its devotion in order to help solve the social question."



THE THIRTY-SECOND ILO CONFERENCE

Geneva's Palais des Nations, headquarters of the old League of Nations, was the site of the 32nd Session of the International Labour Conference.



"I think of those places where men and women, and often children, work, where hands and faces are sweated and grimy, where often hearts are saddened and security of the home is threatened . . . I say that this Organization must think each day in those terms, and must dig deeply into the conscience of man so that it may effectively and practically assist him in his search for dignity and creation of the highest possible standards of life and decency in which to live."

—David Morse, recently appointed Director-General of the ILO, replying to the debate on his Report to the Conference. Ninety-five speakers participated in this debate.



R. M. Cram, of the Canadian Government Delegation, addresses the Committee on Wages.



Canada sent a 17-man delegation, consisting of employers', workers' and government representatives. Shown at left (2nd row) at a plenary meeting are the four delegates: C. B. C. Scott, Massey-Harris Company, Toronto; J. W. Buckley, Trades and Labour Congress of Canada; Paul Goulet, Department of Labour, Ottawa; and Paul Renaud, Canadian Chargé d'Affaires, Berne.

The Conference adopted eight Conventions and four Recommendations.

Among them:—

A Convention on the right to organize and bargain collectively. (Part of an ILO program to safeguard trade union rights.)

Conventions to protect migrant workers . . . to ensure fair labour standards in public contracts . . . to protect the payment of wages to workers . . . to abolish, or alternatively to regulate, fee-charging employment agencies . . . to improve conditions of seafarers.

A Recommendation on vocational guidance.

The Conference also . . . approved ILO participation in a United Nations program to raise living standards in under-developed countries. . . reviewed the way member countries are applying Conventions adopted at previous Conferences. (See also p. 1088.)

NOTES OF CURRENT INTEREST

Training unemployed persons for gainful employment

In a statement issued recently by Hon. Humphrey Mitchell, Minister of Labour, it was shown that 1,076 unemployed persons (535 men and 541 women) were given training for gainful employment in various parts of Canada during the fiscal year 1948-49.

The training was carried out under agreements between the Dominion and the several provinces, the cost being shared on a 50-50 basis. The cost to the Dominion for the year, including the payment of living allowances to trainees who did not have unemployment insurance benefit, was approximately \$166,000.

The selection of trainees was made jointly by representatives of the provinces and of the National Employment Service. Only persons that did not have reasonable prospects of immediate or early employment, or who could not be indentured as trade apprentices were recommended for training.

The purpose of the training was to prepare for gainful employment persons who were unemployed mainly because of their lack of employable skill or knowledge. Although the agreements have been accepted by all of the provinces, no trainees were recommended in Prince Edward Island, Quebec or Ontario, as it was thought that the need had not developed in those provinces, the Minister said.

In Nova Scotia, commercial and cooking courses were provided for men and women; also courses in barbering, diesel repairing, shoe repairing, welding, auto body repairing, upholstery, sheet metal and machine wood working for men and dress-making for women. At the close of the fiscal year there were 168 men and 22 women engaged in these courses.

In New Brunswick, the majority of the women taking the courses were being trained as practical nurses or as dress-makers and most of the men were receiving training in wood working. There were 60 men and 22 women in training at March 31.

Although training in Manitoba started late in 1948, by March 31, 1949, 77 men were under training in 12 courses and 46 women taking commercial courses of various kinds.

In Saskatchewan, 45 women were reported to be training as nursing aides or dress-makers, two men were taking commercial courses and six men were learning cabinet making.

It was stated that in Alberta 70 women were training as nursing aides and 16 were taking commercial courses. There were also eleven men engaged in commercial courses and nine in various other courses.

British Columbia reported ten women in training as power sewing machine operators at March 31, 1949.

Commissioner Murchison reports to CMA

Reporting to the Annual General Meeting of the Canadian Manufacturers' Association on the unemployment insurance situation in Canada, Mr. C. A. L.

Murchison, the employers' representative on the Unemployment Insurance Commission, stated that the Commission's total revenue for the fiscal year 1948-49 was \$131,627,000. During the same period, benefit payments made to unemployed insured workers amounted to \$49,826,000, approximately one-half of which was paid during the first three months of 1949. He pointed out that unemployment was most marked during the last three months of earlier fiscal years as well.

Referring to the National labour force, Mr. Murchison stated that during 1948, 125,000 people entered Canada from other lands; approximately 80,000 of them were from displaced persons camps, 40,000 from the British Isles, and the others from different countries, including Holland and the United States. In addition, it is estimated, he said, that some 250,000 young Canadians reached the age of 18 years, a substantial number of whom entered the country's labour force for the first time and, consequently, required the services of the Commission's special placement officials.

This growth in the supply of workers has "eased the situation as far as employers are concerned" Mr. Murchison said. He asserted that the Commission's employment officers "notice that the employers are becoming more choosy and require more effective selection than was possible during the war years." He stated that reports from employment officers indicated that generally speaking "during the summer months of 1949, and well into the fall months we may anticipate a very high level of employment; but from that time on, the indications are that we may well expect a heavier load of unemployment than has been our experience since the Unemployment Insurance Commission came into effect."

Mr. Murchison declared that the unemployment insurance Fund was "in a very

sound position. That is not to say," he continued, "that it is greater than need be. . . . I think it can safely be said, however, that the Fund, with careful handling, could support an unemployment load comparable to that suffered by this country in the early thirties, for approximately four and one-half years."

Replying to a question as to the best policy to follow in a period of low employment, Mr. Murchison said that from the standpoint of saving the Fund, he hoped that employers could enter into agreements with their employees to establish a shorter work-week, rather than lay men off for "a week or a month or whatever it may be." (An article on the CMA Convention appears elsewhere in this issue.)

Sixth annual report on primary textile industry

The index of wage rates for the Primary Textiles group of industries was 124.2 per cent higher in 1948 than in 1939, and 17.9 per cent higher than in 1947, according to the sixth annual report of the industry compiled by the Economics and Research Branch of the Department of Labour, and published by the Department.

The percentage increases of wages in 1948, compared with 1939 and 1947 respectively, for each of the four divisions of the industry, are as follows: Cotton Yarn and Cloth, 130.6 and 22.0; Woollen Yarn and Cloth, 141.3 and 15.0; Knitting, 113.8 and 16.0; Rayon Yarn and Fabric, 118.2 and 16.7.

Reports were received by the Economics and Research Branch from 322 establishments having a total of about 61,820 employees. Employers were asked to report straight-time wage rates or, for workers on piece-work, straight-time earnings.

In each of the four divisions of the industry, the average wages and the range of wages for selected occupations are shown in the report on both a Canada and a regional basis. The hours per week, presented by region only, are averages of the hours actually worked by the employers in the occupation during the pay period covered.

The average wages and hours shown include on both day and rotating shifts in each of the occupations. Information is not included for foremen or supervisors, aged or handicapped workers, beginners or learners, or for night or part-time employees.

Only those selected occupations which have 30 or more males or 30 or more female workers are included in the tables for Canada as a whole.

Entry of DP family units encouraged

The Immigration and Farm Placements Branch of the Labour Department reports that in the first seven months of 1949 a total of 12,665 displaced persons arrived in Canada, of whom 3,278 were workers' dependents.

The largest group in this period have been the agricultural workers, 3,812 in number. The trend has been toward placement of more couples and families on farms this year, and these outnumbered the single workers, particularly in placements in sugar beet work. In addition to the above total, 184 rural female domestics were placed.

The demand continues for women and girls who can help in Canadian homes. Since January 1, 1949, 1,273 single domestics have been placed in various urban centres, as well as 344 persons who were married domestic couples, and 142 widows with children. Girls available as single domestics are becoming scarce in the DP camps, and it is now being suggested to employers requiring domestic help that they consider sponsoring a family unit, including one or two girls available for this work, in cases where there are one or more male members of the family who can take other jobs locally.

Other larger groups arriving in this period include 651 miners, 622 hydro construction workers, 333 railway track workers, and 579 for the garment, fur and millinery trades. Miscellaneous small groups and special cases bring the total up to 12,665 in the seven-month period ending July 31, 1949.

Potential shortage of mining engineers

Evidence that there is a falling off in the number of engineering students offering themselves for courses in mining at Canadian universities is presented by the Technical Personnel Division of the Department of Labour in its latest quarterly bulletin.

Citing the annual (December, 1948) analysis made by the Engineering Institute of Canada of the registration of students in engineering, it is asserted that "over a ten-year period there has been a marked falling off in the popularity of this course (mining engineering) as a choice of potential graduates."

According to the analysis of the Engineering Institute, there are 13,063 Canadian students enrolled in engineering courses up to and including the classes of 1952. Of these, 3,414 are registered in general courses, not having chosen any particular branch of

engineering. Of the other 9,649 students who had enrolled in one or another of the branches, only 428, or about 4.4 per cent, had chosen mining engineering.

Taking into account the total number of mining engineers in the country, and their ages, it would appear that there is some danger of the new supply falling below the requirements for replacements that will be made necessary by death and retirements—in addition to the potential needs for expansion.

The bulletin points out that the situation has been considered by the Canadian Institute of Mining and Metallurgy in conference with representatives of the mining industry, the engineering schools and provincial officials. "There was," it is stated, "a considerable measure of agreement that the possibilities in this branch of engineering should be given more attention at counselling level . . ."

It is conceded, however, that "some relief for a possible shortage of mining graduates may be provided by the use of a certain number who secure degrees in other branches," such as metallurgy, petroleum engineering and mining geology.

Newfoundland Federation of Labour requests legislation Drawn up by the Newfoundland Federation of Labour (AFL) a Trade Union Bill has been presented to the Government of the new province for its consideration, as a substitute for the labour code established by the pre-Confederation Commission Government (L.G., April, 1949, p. 387).

That the Government is interested in setting up adequate labour legislation is indicated by its appointment of a Labour Advisory Committee to work with other provincial government officials in reviewing proposals for a new Trade Union Act.

The Bill proposed by the Federation resembles legislation in force in some of the older provinces. It leads off by making provision for one of the primary freedoms of labour—the right to organize. Its definition of a "trade union" specifically excludes company-dominated unions. Equally specific are the suggestions to prevent unfair practices, discrimination and espionage by employers in connection with workers who become members of unions. Compulsory collective bargaining is recommended, as well as union certification and conciliation machinery to settle disputes under the supervision of a Labour Relations Board. The Board would consist of six members with equal representation from management and workers under the Chairmanship of the Deputy Minister of Labour.

On the other hand, the proposed Bill suggests that unfair labour practices by union members or officials, such as undue coercion or intimidation to promote union membership, or to take part in strike action should be prohibited.

Canadian Chamber of Commerce booklet A booklet entitled "How to Make Friends for Your Business—A Handbook for Employers" has been issued recently by the Canadian Chamber of Commerce. It stresses the importance to any employer of cultivating good neighbourly relations for his company among those who live in the same community, and starting with his own employees.

Standards are set up by which the employer can increase the confidence of the employees in the integrity, fairness and good intentions of the company, thereby boosting employee morale and improving community relations. The task of creating public good will and confidence is not underestimated, but it is urged that a progressive program of enlightenment will bring rich returns to any employer.

Amendment to Annuities Regulations The Government Annuities Regulations, 1947, made and established by Order in Council P.C. 5394 of December 31, 1947, as amended, were further amended by Order in Council P.C. 3509 of July 13, 1949, which adds a new Regulation, No. 13.

In brief, the main purpose of this amending Order is to remove discriminations or prohibitions which existed prior to the date of the Order, against some annuity contract holders who purchased in the period between September 26, 1908 and April 19, 1948, in respect to obtaining certain alterations in the terms or types of such contracts. A secondary purpose is to ensure future uniformity of practice concerning such alterations, whether made by virtue of such Order or pursuant to written conditions which are contained in some forms of contracts issued in said period but not contained in others.

Subsection (1) of this added Regulation specifically limits its application to contracts issued prior to April 19, 1948, the date when interest and mortality rates on Government Annuities were last altered. The contract forms now being issued on the new rate basis contain printed conditions which allow the forms of alteration authorized by P.C. 3509, subject to specified restrictions.

Paragraph (a) of said subsection (1) permits the purchaser of the type of contract specified therein to elect, at any time at least five years prior to its maturity date, to alter it to any other type authorized by sub-paragraphs (i) and (iii) of paragraph (a) of Section 4 of the Annuities Act, or to increase up to 20 years or to decrease the guaranteed period of such a contract, subject to any required alterations in the amount of premium or annuity to be paid.

Paragraph (b) of said subsection (1), subject to the requirements and restrictions specified therein, permits the maturity date of an unmatured contract to be advanced, and paragraph (c), under similar conditions, permits the maturity date of an unmatured contract to be postponed.

Subsection (2), in effect, allows the Regulation to be applied, subject to its limitations, to any existing, unmatured contract issued prior to April 19, 1948.

Court decision on union dues

A decision of interest to trade union members was handed down in the Exchequer Court of Canada on June 15.

In a written judgment, Mr. Justice E. R. Angers ruled that a Winnipeg movie projectionist was entitled to deduct his 1945 union dues from his income in computing his income tax for that year. The amount of dues involved was \$35.

The case came before the Exchequer Court after the projectionist, Joseph A. Cooper, served a notice of appeal on the Minister of National Revenue against the disallowance of this amount by the Department of National Revenue.

The Court upheld the claim of the appellant that in order to be able to work as a projectionist it was necessary for him to belong to the Motion Picture Projectionists, Local 299, of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, and to pay dues to the union. At the time in question, there was an agreement between his employers, Famous Players Canadian Corporation, and the union which provided that the corporation would employ only moving picture machine operators in good standing with the union.

Mr. Justice Angers based his decision on a 1946 judgment in which the Court ruled that fees paid by lawyers to a law society were deductible from taxable income under the same clause of the Income War Tax Act. This clause stipulated that deductions should not be allowed in respect of "disbursements or expenses not wholly,

exclusively and necessarily laid out or expended for the purpose of earning the income." The two cases were similar, in Mr. Justice Angers' opinion, in that the payment of dues or fees was a necessary expenditure without which the lawyer or the projectionist could not earn his income.

Mr. Cooper was awarded costs against the Department of National Revenue.

It is probable that the decision will affect only persons whose appeals are still pending on income taxes payable for years previous to 1948. In that year a new Income Tax Act was passed, effective January 1, 1949. The new Act would exclude any such cases.

Suspension from CCL of five UE officials

Early in July the Executive Council of the Canadian Congress of Labour announced the suspension from the Congress of five officials of the United Electrical, Radio and Machine Workers of America for "slandorous and misleading" statements appearing in the *UE News* (Canadian), official paper of the union. Among those suspended was C. S. Jackson, President of the union's Canadian division.

This action resulted from investigation of a complaint made to the Executive Council in March by the Ontario Federation of Labour (L.G., May, 1949, p. 526). The Council also warned the UE that continued publication of such statements would result in the total suspension of the entire organization from the Congress.

President Truman urges policies to strengthen economy

In his mid-year Economic Report to Congress, President Truman stated that Americans today are seeing the abatement of the post-war inflationary period. He declared that the nation henceforth must apply "positive policies with confidence and courage in order to achieve a sounder price structure and the restoration of maximum production and employment."

Because of numerous governmental steps in the last decade and a half, the American economy is better bulwarked against the forces of recession, the President continued. Unemployment insurance, the old-age retirement system, public assistance, the Federal Reserve System and the farm price-support program are among these preventive measures.

Yet beneath the surface there are "serious dangers." Although employment is still high, he said, unemployment is on the increase and production, although high, is lower than it was last year. Civilian

employment was 59.6 million in June of this year as compared with 61.3 million in June of last year. The unemployed were 6 per cent of the civilian labour force in June compared with 3.4 per cent in June, 1948.

Although prices generally decreased, reflecting the shift from a sellers' to a buyers' market, the decreases were usually moderate and orderly. There was no indication of a general spiral downward. While wages rose in the manufacturing industries they were offset by reduced overtime and shorter work-weeks.

Mr. Truman said that the decline in national income did not require cutting out essential national programs. Such a policy would contribute, he stated, "to the very recessionary forces that we should be counteracting." He recommended, as on previous occasions, that Congress provide for a broad study of potential business investment, expansion and market opportunities.

To enlarge consumer purchasing power, he urged business to think in terms of maintaining volume rather than profit margins. While he considered price reductions desirable "they should not be attained at the expense of wage cutting." He repeated his request for the immediate raising of the minimum wage to at least 75 cents an hour.

Mr. Truman further recommended that Congress strengthen the Federal-state unemployment insurance system by establishing minimum benefit standards for all areas and by extending coverage. He advised also that the expiration date for unemployment benefits under the Servicemen's Readjustment Act be extended to July 25, 1950.

The President urged moreover that Congress consider improvements in the old age and survivors' insurance system.

In respect of public works programs, Mr. Truman asserted that while a sweeping expansion is not necessary now, it would be dangerous to neglect precautionary public works measures if business became worse.

Turning to those areas where unemployment is approaching a dangerous level he declared that he would give attention to alleviating this situation before it became more serious.

America's foreign economic policy came under the President's attention also. He showed that a decline in American business necessitating reduced imports had adverse effects on other countries which are striving to restore their own economies.

"For these reasons," he remarked, "it is especially important at this time for us to continue the efforts we are making to help

rebuild a strong and advancing world economy based upon an effective network of world trade and the growing productive strength of free nations."

Women in professional jobs in U.S.

By 1949, the number of women in professional and semi-professional occupations was 14,000 more than the 1940 total, the United States Bureau of the Census reports. However, women constituted only 40 per cent of all workers in this occupational group in 1949, as compared with 45 per cent in 1940.

The professional and semi-professional group declined from 13 per cent of all women workers in 1940 to 10 per cent in 1949.

Equal pay for equal work in Alaska

Alaska's Legislature, at its recent 19th session, revised its labour legislation. New bills were introduced and old laws re-drafted in the modernization program, the United States Department of Labour reports in its *Labour Information Bulletin* for June.

Among the measures passed was one giving women equal pay with men for equal work. Introduced by Alaska's first woman senator, the Bill was strongly supported by the three women representatives in the House.

In the Territory, which at 1945 had an estimated population of 81,441, women pioneer in industry as well as on homesteads. They own and operate mines and other industries, as well as a wide variety of business establishments; practise accounting, law, and mining engineering; and, in addition to the usual occupations for women, work in sawmills and on railway section gangs.

Compulsory arbitration provisions deleted from Michigan law

Provisions dealing with the compulsory arbitration of disputes involving public utilities and hospitals have been deleted from the Michigan strike control law.

These provisions, according to the *Labour Relations Reporter*, were added to the law in 1947 but later were held unconstitutional by state courts. In replacing these sections, the Legislature has provided in Public Act No. 230, effective May 31, 1949, for the following fact-finding procedure: When a dispute in a public utility or hospital fails to be settled by collective bargaining, contract procedures or voluntary arbitration, the governor must appoint a special commission who will report to the public on the dispute

and make recommendations; after the board has issued its report the parties must resume bargaining for ten days with the help of the state mediation board and if no agreement is reached within that time, the parties are technically free to conduct a strike or lockout.

The amended law puts the costs of strike authorization and certain representation elections on the state, thereby relieving employees and unions of this obligation.

The law requires, in the case of public utilities and hospitals, that a 30-day notice of strikes and lockouts must be given to the mediation board and the other party. In all other industries a ten-day strike or lockout notice is required.

Homeworkers in direct mail industry in N.Y. State New York State's direct mail industry is making increasing use of home typists. A recent survey conducted by the State Labour Department's Division of Research and Statistics shows that in May, 1948, one establishment in every three employed homeworkers, 90 per cent of whom were women. Hourly earnings of homeworkers were found to be lower than those of inside workers performing the same operation, averaging 68 cents an hour as compared with 84.2 for shop workers.

Before World War II, homeworkers had been employed in direct mail houses only to a limited extent. During the war there was a sharp expansion in the homework force because of a shortage of skilled typists. Not only has this trend toward the increased use of homeworkers continued at an accelerated rate during the post-war period, but a new development has taken place—the growth of the “homework contractor.”

The study was undertaken at the request of the Industrial Commissioner, who was confronted with the problem of whether a restrictive order should be applied. The survey, conducted in the summer and fall of 1948, included 323 direct mail houses in New York State employing workers on any operation that could be performed at home.

The significance of the direct mail method in advertising is apparent from estimates based on Post Office Department figures for the fiscal year 1948, when almost 15 billion pieces of material, costing approximately 900 million dollars, were handled by direct mail in the United States. These cost figures include expenses for printing, processing, addressing, mailing, and postage.

Some direct mail firms rely entirely upon their own employees for the preparation and handling of all the direct mail material which they distribute. Others prefer to

have their direct mail advertising handled by establishments which specialize in this work. Homeworkers were employed by 107 of the 323 firms, of which 14 were homework contractors with no inside workers. About 100 of the remaining 216 establishments which were not employing homeworkers directly were using the services of homework contractors. The homeworkers are employed almost exclusively on typing operations, chiefly envelope and label addressing. On these operations the number of homeworkers employed in 1948 exceeded by far the number employed in the shops.

Time is an important factor in direct mail campaigns and a firm must be prepared to take on rush jobs and to meet deadlines. From week to week there is often great irregularity in the flow of work, as well as in employment and working hours. Reasons most frequently advanced by employers for the use of homeworkers were the shortage of skilled inside typists, the shortage of space and equipment, and the need for a flexible staff.

The homework contractor—an establishment operating solely with homeworkers—represents a new development in the direct mail industry. In isolated cases these firms work directly for an original advertiser, but in general they do envelope and label addressing on contract for other “letter-shops.” Few have much physical plant or equipment; work is distributed to the homeworkers from small drop stores or offices. Operations have been conducted from apartments and private houses. Most of the homework contractors are located in residential areas and draw on the neighbourhood housewives for their labour supply. Almost one-third of all the homeworkers were on the payrolls of the homework contractors. The employer, through the use of homework contractors is relieved of administrative problems such as distributing the work, checking on the return of lists, etc., and it costs him no more, or even less, than to have the work produced by his own shop or homeworkers. Some employers stated that they were compelled to use the services of homework contractors, because only in this way could they meet the competition and price under-cutting prevalent in the industry.

Work was irregular and labour turnover high among the homeworkers, and earnings were lower than those of inside workers performing similar operations. Information obtained from the homeworkers indicated that rates paid by homework contractors were less than those paid by firms with both inside workers and homeworkers. Most homeworkers employed by contractors were paid \$3 or \$3.50 per 1,000 envelopes, when

most shops with inside workers were paying homeworkers \$3.75 to \$5 for the same operation. No data was obtainable from employers on piece rates paid inside workers.

Overtime-on-overtime issue in U.S.A. settled

On July 20, President Truman signed a measure amending the Fair Labour Standards Act which banned overtime-on-overtime back pay suits and clarifying the Act with respect to regular rates of pay.

Under the amendments the premium pay to be credited to statutory overtime is that paid for work on Saturdays, Sundays, holidays and the sixth or seventh day of the work week, or for work performed outside "the hours established in good faith by the contract or agreement as the basic, normal or regular work day (not exceeding eight hours) or work week (not exceeding forty hours)."

Double pay for Sunday work in Australia

In Adelaide (South Australia) double pay for Sunday work was granted to shift workers in the gas industry and tramways. The judgment altered a two-year old Arbitration Court finding that time-and-a-half was adequate for Sunday work. Australian unions with members working seven-day rotating shifts are filing claims with Conciliation Commissioners.

This is the first important decision made since the Full Arbitration Court in 1948 defined the exact duties of the Conciliation Commissioners, which are much wider than before; the powers of the Arbitration Court are limited to matters affecting the basic wage, standard hours, sick leave and annual leave—(*Industry and Labour*, June 15, 1949, International Labour Office, Geneva.)

Time losses from disputes in India

In its report on industrial disputes in India during February, 1949, the *Indian Labour Gazette* states that 83,646 workers were involved in 105 disputes, which resulted in a time loss of 749,265 man-working days. Of this total, work stoppages in the textile industries (cotton, jute and others) accounted for a time loss of 547,967 man-days.

Reports in the New York newspapers at the end of July indicate that the long-drawn-out controversy on the "overtime-on-overtime" problem in the United States has been decided.

The principle of double pay for Sunday work has been established in Australia as the result of an order by a Federal Conciliation Commissioner in February, 1949.

In its report on industrial disputes in India during February, 1949, the *Indian Labour Gazette* states that

The continued lockouts in the mills of one large textile establishment were held responsible for a time loss of 245,731 man-days—almost one-third of the total time loss for the month. The total time loss due to the 23 lockouts during the month was reported as 532,075 man-days.

Following textiles, the next most serious loss was in the engineering industries, which were responsible for a loss of 54,957 man-days during the month.

Comparative total time loss due to industrial disputes for January, 1949: 519,946 man-days; and for December, 1948, 576,056 man-days.

Report on labour and trade unions in Malaya

A trade union mission appointed in January, 1948, by the Secretary of State for the Colonies to inquire into the situation of labour and trade unions in Malaya, and to "give such guidance as was possible to both the Governments and the trade unions," reports that the trade union position was "nearly as good as they had hoped and better than they had feared," according to the *Ministry of Labour Gazette* for June, 1949.

The Commission's report has been published by H.M. Stationery Office under the title "Labour and Trade Union Organization in the Federation of Malaya and Singapore."

The variety of race, religion and culture which marks the population, combined with a large measure of illiteracy makes administration and trade union organization much more difficult than in a homogeneous society, it is pointed out.

The report discusses briefly the origin and general background of individual trade unions and federations of trade unions, their position prior to the war, the effect of the Japanese Occupation and of the British Military Administration on the trade unions and workers, and the present day position. Tribute is paid to the administration and the good sense of the majority of the population that in the short time so much has been accomplished towards restoring and maintaining order, rehabilitating industry, and improving the health and conditions of the workers, with so little restriction of personal liberty.

The mission considered that some of the trade unions, particularly the old established ones, have a good grasp of essentials and are organized on sound lines. The majority, however, are stated to be immature. "The members know little of trade unionism, some of them being exploited by the unscrupulous. They are apt to look on the strike as the only trade union weapon, partly, however, because of

the lack of effective collective bargaining machinery. Much educational work is required among trade union officials and the ordinary members. Negotiating and conciliation machinery needs to be built up and supplemented by National Tribunals to which important issues should be referred when agreement between employers' and workers' organizations cannot be reached."

Employee welfare and labour turnover

The importance of selecting the proper person for a job is emphasized in an article, "Welfare and Labour Turnover", by R. W. Lavin, appearing in *Industrial*

Welfare and Personnel Management for May-June, 1949. Admittedly careful selection will necessitate longer study of applications and series of interviews, the article states, but in the long run it is the fairest and most profitable course of action.

The labour turnover in any firm gives an accurate indication of the degree of contentment among individual workers, the article contends. When leaving the company, they employ a variety of excuses, many of which are not real reasons but which avoid the embarrassment of lengthy explanations.

Usually the true reason is not discovered until it is too late and the worker has secured a position with another company where he feels better suited to the work.

The article quotes from a speech of the Chief Inspector of Factories, Mr. G. P. Barnett who has studied the problems of management and concludes: "The mental health of the worker is most important and bad working conditions often cause neurosis. Recent research has shown that eight per cent of workers are definitely neurotic, while another 16 per cent suffer in a minor degree. Many of these cases are due to causes outside the factory, but present-day methods of mass production and

lack of variety contribute, as do poor vocational selection. Interest in health and welfare should not be regarded as a means to an end, but as an end in itself."

Growth of Canadian industry and trade unions

In an address broadcast over a CBC network on Labour Day, September 5, Mr. L. W. Brockington, K.C., declared that Labour Day, as he understood it,

was "a day dedicated to what has been called the dignity of labour, to the idea that all men should work if they can, to the faith that there is no joy like work well done and ended, to the belief that all who do work are joined together in the great brotherhood of toiling hands and minds."

He pointed out that "in Canada today we have practically five million people employed in industry of all kinds. Our industrial growth during the last ten years has been one of the world's wonders. . . . Since 1937, Canada has had a far greater increase in the percentage of those engaged in industry than any other English-speaking country."

Attention was drawn to the growth of trade unions during the past decade. "In 1939, about 360,000 men and women in Canada belonged to trade unions. In 1948, there were about 1,000,000 members." He continued: "I know that there are some who, stressing the objectionable, forget the good. But I think that the great majority of my fellow citizens believe that the association of men for their common welfare has been one of the great bulwarks against revolution and chaos."

In conclusion, Mr. Brockington spoke "a message of good will to the far lands, old and new. . . . We wish all who work some creative joy in the hours of their toiling, a sense of unity in the doing of worthy things and the steadfast faith that no great cause is ever lost."

THE LABOUR MONTH IN BRIEF—continued

Foreign Trade

In the first half of 1949 Canada had a surplus from merchandise trade of \$29,100,000. This compares with \$148,800,000 in the first half of last year and \$324,300,000 in the second half of 1948 when there was an unusual concentration of exports.

Most of the reduced balance of exports in 1949 arises from an increase in Canada's commodity deficit with the United States. This deficit amounted to \$308,300,000 in the first six months of this year compared with \$228,200,000 in the same period last year.

A rise in imports from the United States of about 14 per cent was the reason for this as exports to the United States only rose at about half this rate.

Another factor contributing to the reduced balance of exports with all countries has been the decline in the commodity surplus with the United Kingdom. This has been the result of divergent trends in exports and imports with a reduction in the balance of exports to \$174,400,000 compared with \$221,300,000 in the first half of last year.

THIRTY-SECOND SESSION OF THE INTERNATIONAL LABOUR CONFERENCE

An unusually heavy volume of work was completed by delegates to the recent ILO Conference at Geneva. The Conference adopted three new International Labour Conventions, revised five others, approved three new Recommendations, and revised another. Of particular importance was a Convention on the right to organize and bargain collectively.

The Thirty-second Session of the International Labour Conference was held at Geneva, Switzerland, between June 8 and July 2, 1949. It brought together 550 delegates and advisers, representing the governments, employers and workers of 50 of the member countries of the International Labour Organization.

Among the subjects under discussion were wages, vocational guidance, fee-charging employment agencies, and certain matters relating to maritime workers.

Of particular interest to Canada, in view of its current broad immigration program, was the adoption of a Convention setting standards for workers who migrate from one country to take employment in another.

There was also discussion of the contribution the ILO may make to the United Nations general program of technical assistance to raise living standards in under-developed countries.

Perhaps most important of all, however, was the item of industrial relations. This was on the agenda for the third successive Conference, as a continuation of the ILO's program for working out safeguards of the right of workers in all countries to organize freely and to bargain collectively.

In dealing with the twelve items on its agenda, the Conference adopted three new Conventions and revised five others. It also approved three new Recommendations and revised another.

Canadian Delegation

The Canadian Delegation was as follows:—

Government Delegation

Delegates: Mr. Paul Goulet, O.B.E., Assistant to the Deputy Minister of Labour, Director of the ILO Branch, Department of Labour; Mr. Paul Emile Renaud, Chargé d'Affaires, Canadian Legation, Berne.

Technical Advisers: Mr. R. M. Cram, Chief of General Labour Statistics Division, Research and Statistics Branch, Department of Labour; Mr. Harold Perkins, Industrial Relations Officer, Department of Labour; Capt. J. W. Kerr, M.B.E., Supervisor of National Services, Department of Transport; Mr. C. E. S. Smith, Commissioner of Immigration, Department of Mines and Resources; Mr. W. A. Riddell, former Chairman of the Governing Body of the ILO; Mr. John Mainwaring, Assistant Editor, LABOUR GAZETTE, Department of Labour.

Employers' Delegation

Delegate: Mr. C. B. C. Scott, Chairman, Industrial Relations Committee, Canadian Manufacturers' Association.

Technical Advisers: Mr. H. W. Macdonnell, Legal Secretary, Canadian Manufacturers' Association; Mr. Albert Deschamps, O.B.E., General Contractor and Engineer; Mr. J. C. Adams, General Counsel, Central Ontario Industrial Relations Institute; Mr. J. A. Brass, General Secretary, Railway Association of Canada.

Workers' Delegation

Delegate: Mr. J. W. Buckley, General Secretary-Treasurer, Trades and Labour Congress of Canada.

Technical Advisers: Mr. William P. Covert, Second International Vice-President, International Alliance Theatrical Stage and Motion Picture Machine Operators of the United States and Canada; Mr. James B. Ward, C.B.E., Secretary, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods; Mr. Louis Philippe Boily, Vice-President, Canadian and Catholic Confederation of Labour.

Joint Secretaries to the Delegation: Mr. John Mainwaring; Mr. N. F. H. Berlis, Second Secretary, Permanent Delegation of Canada to the European Office of the United Nations at Geneva.

Procedure of Conference

As President, the Conference elected Sir Guildhaume Myrddin-Evans, United Kingdom Government Delegate, the Vice-Presidents being Mr. Pierre Dupong, Government Delegate, Luxembourg, Mr. Pierre Waline, Employers' Delegate, France, and Mr. Bernardo Ibanez, Workers' Delegate, Chile. Mr. David A. Morse, Director-General of the International Labour Office, acted as Secretary-General of the Conference.

The various items on the agenda were considered by committees appointed by the Conference, consisting of worker, employer and government representatives. Meanwhile a general debate was carried on in plenary session on the Report of the Director-General of the ILO.

As the committees completed their work, their reports were submitted for consideration by the full Conference in plenary session. Final record votes on the various Conventions, Recommendations and resolutions took place at the concluding sittings.

Debate on Director-General's Report

The Conference debated the first Report submitted by Mr. David Morse since his appointment last year as Director-General of the International Labour Office. In the tradition of his predecessors, Mr. Morse devoted a major part of his report to a survey of world economic and labour conditions. He declared that "the progress achieved in reconstruction and economic development in the past year has fallen short of the more optimistic expectations. But it has on the whole been solid, for it has been based on an appraisal of the facts as they really are and a re-examination and reformulation of national and international policies and programs in the light of these facts."

Turning to an examination of the work of the ILO, Mr. Morse raised two important issues which evoked considerable discussion among the 95 speakers participating in the debate. The first concerned the ILO's assumption of new responsibilities in the "operational" field, as contrasted with its traditional legislative function.

In past years, Mr. Morse pointed out, the ILO has concentrated largely on questions of standards. But today, he declared, there is a demand in the world "for industrialization, for increasing production, for a quickening in the pace of improving standards of living." To meet this "challenge of the time," he believed that

the ILO's services of direct expert advice and assistance to member nations should be expanded. He cited the recently developed manpower program as an example of the ILO's response to a world need. He also mentioned the program of technical assistance to under-developed countries and areas which the United Nations was formulating, and in which the ILO would be invited to participate.

During the debate, many speakers endorsed the principle that the ILO should give new emphasis to its advisory and technical functions. Participating in the debate on behalf of the Canadian Government, Mr. Paul Goulet expressed approval of the idea, noting that "Canada has itself benefited from the ILO's technical services, particularly during the period when the Office was a guest within our national borders, and we are therefore well aware of the proficiency of the experts of the ILO."

The second important issue raised by Mr. Morse in his report concerned what he called "the present lag in the progress of ratifications" of Conventions by member states. He invited the views of delegates as to what might be done to remedy this situation.

Numerous speakers responded to this invitation. Mr. Goulet, in his address, called attention to two possible factors—whether certain Conventions contain too much detail, and whether in others, the sights have been set a little too high. Mr. Goulet expressed the view that both of these factors were important.

"They stem," he said, "from the laudable zeal to achieve the best possible standards for labour. But what is ideal is not always what is immediately workable. The difficulty in making a Convention too detailed is that a clause of lesser importance may deter a country from ratifying a Convention with which it is in fundamental agreement. It is highly desirable, therefore, to distinguish between the basic principles that are appropriate for a Convention, and those clauses which are designed to buttress rather than to establish a principle. Once the principle is established, countries should be left free to implement through such administrative methods as they find most suitable.

"This is not to say that the ILO should be silent on what I have termed the 'buttressing' provisions. On the contrary, the discussion of these matters is of the highest value. But it is our contention that there can be a higher proportion of ratifications when the distinction is carefully drawn between those clauses which must be included in a Convention—without

which it would lose its force—and the secondary items which are more appropriate for a Recommendation.”

Mr. Morse, in his reply to the debate, promised to undertake immediately a study of the whole question of Conventions, their drafting and their implementation.

He reminded the Conference, however, that it was necessary not to overlook the point that “Conventions are a means to an end. The steps to be taken must be judged in the light of a single principle—the stimulation and acceleration of effective national action in favour of improving the conditions of work and living of peoples everywhere.”

Industrial Relations

Perhaps the most important task of the Conference was in the field of trade union rights and industrial relations.

The Conference had instituted a program in this field in 1947. At the San Francisco Conference last year it had adopted a Convention setting forth the right of workers and employers to form and join organizations of their own choosing.

This year it had before it a second text, concerning the application of the principles of the right to organize and bargain collectively.

Several points in this proposed text aroused considerable controversy among the members of the Conference Committee on Industrial Relations to which it was referred.

For example there was much discussion over Article 1. This clause sought to protect workers against acts of anti-union discrimination, and in particular against acts calculated to

make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership.

The Employers' Group held the view that a worker's right not to join a union should also be protected, and submitted amendments to make specific reference to this right at several points in the text. In support of their proposal, the Employers' members urged, among other arguments, that nothing in the text should deprive a worker of the inherent right not to exercise his right of association if he so chose, and that it was important to guarantee individual freedom and, in particular, the right to work. They quoted the Universal Declaration of Human Rights as setting forth the principle that no one might be compelled to join an association.

In opposing the Employers' amendments, the Workers' Members argued that in defending the right to work the Employers were acting in some degree as spokesmen for those workers who wished to enjoy all the protection which they might receive from trade unionism without joining a union. They feared that the amendments might deprive organized workers of their right to refuse to work with non-union workers.

Most of the Government members also opposed the amendments. Some took the view that their adoption would oblige Governments to declare that union security clauses, such as the closed shop or union shop, were contrary to public order; and although several Governments opposed the idea of compelling a worker to join a particular trade union, they were not prepared to intervene in collective agreements containing union security provisions.

The Employers' amendments to Article 1 were eventually rejected by the Committee, by a majority in the first vote of 128 to 69. A number of somewhat similar proposals were then put forward by certain Government members, but these also were defeated.

The Committee finally disposed of the question of union security by agreeing to state in its report that the text “could in no way be interpreted as authorizing or prohibiting union security arrangements, such questions being matters for regulation in accordance with national practice.”

The second article of the proposed text was designed to protect workers' organizations against acts of interference on the part of employers.

The Employers' Group put forward an amendment to accord similar protection to employers' organizations against acts of interference on the part of workers. This was adopted.

Article 2 also specifically prohibited acts “designed to promote the establishment of employer-dominated unions.”

The next two articles concerned the encouragement of voluntary collective bargaining and the establishment of machinery to ensure “respect for the right to organize.” These were adopted after amendment.

The Committee then spent several sessions in discussion of an article concerning the application to public servants of the right to organize and bargain collectively. As finally adopted, the article took the following form—

This Convention does not deal with the position of public servants engaged in the administration of the State, nor shall it be construed as prejudicing their rights or status in any way.

A further paragraph was added, as follows:—

The extent to which the guarantees provided for in this Convention shall apply to the Armed Forces and the Police shall be determined by national laws or regulations.

Finally, the Committee decided, by a vote of 106 to 60, that the text should take the form of a Convention rather than a Recommendation. The Canadian Government member, in view of Canada's divided constitutional authority in regard to the subject matter, voted for a Recommendation, though emphasizing that Dominion legislation, like that of the majority of the Provinces, was in accordance with the provisions contained in the text.

In plenary session, the Conference adopted the Convention by a vote of 115 to 10, with 25 abstentions.

International Machinery for Safeguarding Freedom of Association

During the course of the Conference, the Governing Body of the ILO approved a resolution concerning the establishment of international machinery for safeguarding freedom of association.

The type of machinery envisaged is a small fact-finding and conciliation commission consisting of persons who hold, have held or are qualified to hold high judicial office, or who have other special qualifications for examining and evaluating evidence concerning factual allegations relating to the exercise of trade union rights, and who will command general confidence by reason of their character, standing and impartiality.

It would be open to the Governing Body to refer allegations of infringements of trade union rights to this commission for impartial examination. It would also be open to any Government against which an allegation of the infringement of trade union rights is made to refer such an allegation to the commission for investigation.

The commission would be essentially a fact-finding body, but would be authorized to discuss situations referred to it for investigation with the Government concerned with a view to securing the adjustment of difficulties by agreement.

The Governing Body approved in principle the establishment of a conciliation and fact-finding commission. It authorized the Director-General to consult with the Secretary-General of the United Nations on the matter and to submit detailed proposals at an early session of the Governing Body (if possible, at the next session, to be held at Mysore in December).

Migration for Employment

In view of its present immigration policy, which brought over 125,000 persons into the Dominion last year, the Canadian Government was particularly interested in the Convention on Migration for Employment which was proposed to replace an earlier text adopted in 1939.

The purpose of the Convention is to protect migrant workers against misleading propaganda, to facilitate their journey and placement, and to ensure them working conditions not less favourable than those accorded to national workers.

As to the basic principles of the Convention, there was very little disagreement at the Conference; since it was recognized that its acceptance internationally would do much to curb abuses associated with the importation of immigrant labour.

There was considerable discussion, however, over questions of detail. The Permanent Migration Committee of the ILO, had prepared a preliminary draft of the Convention last January, consisting of a lengthy text, setting forth precise guarantees on a wide variety of points.

At the Conference, the Committee to which the matter was referred decided against the adoption of a Convention in this form. It accepted instead a United States proposal, for a comparatively short Convention, covering the most important principles, supplemented by a series of three annexes, to which were relegated the subordinate points. A ratifying country would undertake to accept the main Convention, but would have the right to exclude any of the annexes from its ratification if it so desired.

At the instigation of the Canadian Government member, Mr. Smith, a clause covering the position of federal states was inserted in the Convention. This clause applied to an article in the Convention which guarantees equal treatment to immigrants in regard to remuneration and other employment conditions, collective bargaining rights, housing, non-discrimination, and social security benefits. As amended it now provides that these provisions shall apply in federal countries only in so far as they are subject to federal law; to the extent that they are within provincial jurisdiction, the federal Government is to refer them to the provincial authorities for appropriate action.

The Committee also approved a revised Recommendation containing further provisions for the treatment of migrants, and advocating that member countries supplement the Migration Convention by bilateral agreements along the lines of an appended Model Agreement.

In plenary session the Conference adopted the Convention by a vote of 113 to 14 with 23 abstentions, and the Recommendations by a similar margin. The opposition votes were registered by the Government, Employers' and Workers' Delegates of the four Eastern European countries (Bulgaria, Czechoslovakia, Hungary and Poland).

Labour Clauses in Public Contracts

The Conference adopted a Convention designed to ensure that contracts entered into by public authorities contain adequate safeguards for the workers concerned.

The Convention provides that wages, hours of work and other conditions of labour, shall be not less favourable than those established for work of the same character in the district where the work is carried on, or in the nearest appropriate district.

The terms of the clauses to be included in contracts are to be determined after consultation with the organizations of employers and workers concerned. Adequate measures must be taken to ensure fair and reasonable conditions of health, safety and welfare for the workers concerned where such are not already applicable.

The Employers' Group expressed themselves as being "in complete agreement with the principles and objects aimed at" in the text, but as preferring that it take the form of a Recommendation rather than a Convention. The Canadian Government representatives supported them in this view, but when put to the Conference in the form of an amendment it was defeated by 45 votes to 66.

In the form of a Convention the text was then adopted by a vote of 115 to 9 with 34 abstentions.

The Convention on Labour Clauses in Public Contracts was supplemented by a Recommendation giving further detail on the type of safeguards which should be introduced. This was adopted 107 to 21, with 24 abstentions.

Protection of Wages

The purpose of the Convention on the Protection of Wages was to ensure that wages are paid in legal tender, at regular intervals, and directly to the worker.

Payments of wages by cheque or money order may be permitted when this is customary or necessary because of special circumstances or when so provided by collective agreement or arbitration award. The partial payment of wages in kind under certain conditions is also permitted.

The Convention prohibits employers from limiting the freedom of the worker to dispose of his wages, or from exercising any coercion in the use of company stores. It provides that in the event of the employer's bankruptcy wages shall be a privileged debt. It protects wages against attachment or assignment to the extent deemed necessary for the maintenance of the worker and his family.

An accompanying Recommendation adds further safeguards.

The Employers' Group expressed opposition to certain details in both texts. The Convention was, however, adopted, 107 to 17, with 19 abstentions, and the Recommendation by a similar margin.

Fee-Charging Employment Agencies

In 1933 the Conference had adopted a Convention providing for the gradual elimination of fee-charging employment agencies conducted with a view to profit.

This had received few ratifications, and accordingly was placed on the agenda of last year's Conference for revision.

At that Conference, however, a stalemate occurred. The Employers' Group, with the support of a number of Governments, insisted it was not right to eliminate such employment agencies, though they conceded that it was appropriate to place them under Government supervision in order to prevent abuse. This view was opposed by the Workers' Group and the remaining Governments, and no agreement was reached.

In order to break the deadlock at the 1949 Conference a substitute text was proposed, containing a feature that had never before been incorporated in an ILO Convention, a provision for alternative methods of ratification.

Under this provision, a ratifying country must make a declaration either that it will eliminate fee-charging employment agencies conducted with a view to profit, or that it will regulate them.

In this unusual form the Convention gained the support of the Employers' as well as the Workers' Groups, and was adopted 108 to 19, with 23 abstentions. Most of the opposition votes came from the four Eastern European countries. Abstentions were recorded by a number of Government delegates who opposed in principle a Convention providing for alternative methods of ratification.

Mr. Deschamps, Canadian Employers' Adviser, was elected Employers' Vice-Chairman of the Committee on Employment Agencies.

Vocational Guidance

The Conference was almost unanimous in its support of a Recommendation on Vocational Guidance, which was adopted by 145 votes to 0, with, however, 5 abstentions.

Since it was recognized that in most countries vocational guidance is still at an early stage of development, the Recommendation was designed to set forth principles and methods which would be useful to Governments in developing a vocational guidance program.

Vocational guidance is defined to mean

assistance given to an individual in solving problems related to occupational choice and progress with due regard to the individual's characteristics and their relation to occupational opportunity.

The Recommendation states further that vocational guidance is based on the free and voluntary choice of the individual; its primary object is to give him full opportunity for personal development and satisfaction from work, with due regard for the most effective use of national manpower resources.

Vocational guidance begins during the period of general education, the text states. At this stage it is primarily designed to make the young person aware of his aptitudes, qualifications and interests, and of the various occupations and careers from which he will later make a choice.

Advantage should subsequently be taken of the services of both schools and other organizations and services concerned with young people, and of representative organizations of employers and workers, according to the Recommendation.

At a later stage, where vocational guidance may be required for adults, administrative responsibility should devolve primarily on the public employment service.

The process of vocational guidance should include an interview with an officer who has available records of the individual's school and work experience. Tests of capacity and aptitude, and other psychological tests, should be administered where practicable.

In addition to the Vocational Guidance Recommendation, the Conference adopted a resolution recommending that the ILO take measures to provide advice and assistance to countries wishing to develop a vocational guidance program.

Maritime Conventions

The Conference had before it proposals to revise four Conventions adopted at the 28th (Maritime) Session of the Conference,

held in Seattle in 1946, with a view to facilitating their ratification by member countries.

During the proceedings of the Conference Committee on Maritime Conventions, the proposed revisions of one Convention (No. 70, concerning Social Security) were rejected altogether, and, in others, some of the proposed changes were defeated, owing mainly to the solid opposition of the Workers' Group, which did not wish to see the original Seattle texts weakened in any way.

As a result of these defeats, the Chairman of the Committee, in reporting to the plenary session of the Conference, admitted that the Committee's achievements "were not perhaps very great." As revised by the Committee, Conventions Nos. 72 (Holidays with Pay), 75 (Crew Accommodation on Board Ship), and 76 (Wages, Hours of Work and Manning), were adopted by the Conference by votes of 85-20, 85-19, and 84-24 respectively. There were about 30 abstentions in each case.

Technical Assistance for Economic Development

In March, 1949, the Economic and Social Council of the United Nations decided to institute a program of technical assistance for economic development, the purpose of which was to raise standards of living in under-developed areas of the world.

The ILO, together with other specialized agencies of the United Nations, was invited to participate in the program, and to suggest ways in which it could make a contribution.

The Conference considered this matter to be of great importance. It realized, however, that the program was still in an early stage, and that only decisions of a preliminary character could as yet be taken.

It took the view that the primary task of any such program, aimed at raising living standards, must be to increase production, a task which would necessarily bring with it a wide range of labour problems. The Conference agreed that the ILO's first contribution might well be in the field of employment, training and migration. "The shortage of skilled labour and of trained manpower of all kinds, the lack of reliable information on labour and skill requirements and the absence or inadequacy of machinery for bringing persons and jobs together are major impediments to the economic development of under-developed areas," the Conference stated in its report on the matter, adding that "a high priority should therefore be given to assistance in this field."

The Conference expressed the view further that "the improvement of labour standards, including the enforcement of labour legislation and the framing and application of suitable wage policies designed to assure improved levels of consumption, is essential and will require attention from the early stages of the program."

Assistance in regard to labour statistics, industrial safety, occupational health, social security, and industrial relations, was also considered to fall within the ILO's sphere.

The report continued:—

It is basic to the success of the technical assistance program as a whole that the general economic policies followed in promoting economic development should be such as to assure steady employment and rising income to the mass of the people.... In addition to concerning itself with these matters in all phases of its own technical assistance work, the International Labour Organization should, in view of the social objectives which it exists to promote, draw the special attention of the Economic and Social Council to the importance of directing the technical assistance program as a whole toward the achievement of these objectives.

The Conference adopted a resolution authorizing the Governing Body of the ILO to make any appropriate interim arrangements to permit the ILO to participate in the program as soon as details are complete.

Application of Conventions

Under the terms of the ILO Constitution, each member country is obliged to submit reports annually on the Conventions it has ratified. These reports are scrutinized in the first instance by an ILO Committee of Experts, which transmits its observations to the Conference.

On the basis of the Experts' report, this year's Conference Committee on the Application of Conventions undertook a detailed study of the position of the various

countries in regard to each Convention, paying particular attention to cases where the Experts indicated that national legislation and practice did not appear to be in full conformity with the provisions of ratified Conventions.

Speaking on behalf of the Canadian Government, Mr. Goulet outlined Canada's position in regard to three of the Conventions which Canada has ratified (Nos. 1, 14 and 26). These were ratified by Canada in 1935 on the basis of federal legislation which was subsequently invalidated by the courts as being within provincial rather than federal jurisdiction.

Mr. Goulet explained that the Canadian Government was continuing to seek the co-operation of the various provinces in this matter, and reported that since the last Conference a number of the provinces had made progress in bringing their legislation closer to the standards laid down in the three ILO Conventions.

He emphasized, however, that the provinces were fully autonomous as regards the subject matter of these Conventions, and that efforts on the part of federal authorities to obtain compliance were therefore necessarily limited in scope.

The Committee thanked Mr. Goulet for his statement, and expressed the hope that the Canadian Government would continue its attempts, in co-operation with the provincial authorities, to bring about the best possible solution of this difficult problem.

Budget

The Conference approved a budget of \$5,983,526 to finance the Organization's operations in 1950. This compared with a 1949 budget of \$5,185,539.

Next Conference

The next session of the Conference is to be held in June, 1950, also at Geneva.

LABOUR ORGANIZATION IN CANADA, 1948*

Trade union membership in Canada increased by over 7 per cent in 1948, and is now at a level nearly three times that of 1939.

Approximately 30 per cent of the non-agricultural wage and salary workers in Canada at the end of 1948 belonged to a trade union. This fact was disclosed in the recent survey of trade union membership carried out by the Economics and Research Branch of the Department of Labour. The results of the survey showed that union membership had increased by over seven per cent during the year 1948 to reach the level of 977,594. This figure is nearly 3 times as large as the corresponding figure for 1939. In the same period, however, the non-agricultural labour force has increased by almost seventy per cent (to a total of 3,331,000), and therefore the percentage of this section of the labour force which is organized has increased by less than ten per cent.

The survey includes three sources of information. The first of these is a questionnaire completed by national and international unions, and independent local unions. The second is the reports from the central congresses and the third is a questionnaire from which information on local union branches is taken. Figures for Newfoundland are not included.

The information compiled from the first set of questionnaires shows some of the general characteristics of labour organization in Canada. It is possible to break down the total membership on the basis of affiliation (see Table I).

As shown in Table II the membership figures have been classified according to thirteen industrial groups. Almost one-fifth of the unionized workers were found to be in the "metals" industry. Although the number in this group fell off after the cessation of wartime productive activity it has increased each year since 1945 and is now within six per cent of the peak figure recorded in 1943.

Steam railway transportation was the second largest industrial group among the unionized workers in Canada. This group has increased consistently over the past decade. The largest numerical gain over

the year, however, was in the construction industry. On a percentage basis the largest gains were among the smaller groups.

There was a net increase of 158 in the number of local union branches active in Canada. On an industry basis the greatest gain in the number of locals was in the construction industry as will be seen in Table III. Although Table III also indicates a decrease in the number of locals in three industries the change was comparatively small. The reports indicate that several important new locals have been established in industries having a relatively small number of members.

Information is also obtained from local union branches. The results of this section of the report give an indication of the geographical location by province and locality and of the sex distribution of the union members. Since only about 85 per cent of the local branches responded to the questionnaire the statistics shown in Table IV are incomplete. The membership figures therefore, are not exactly comparable from year to year but furnish the only available indication of the relative union strength in the various provinces and cities.

At the provincial level trade union members continue to be concentrated in Ontario and Quebec. Sixty-five per cent of the total membership was concentrated in these provinces. Decreases in membership were registered in three of the provinces and in the Yukon Territory. The remaining provinces all recorded increases over 1947.

At the end of 1948 there were 60 urban centres with 2,000 or more union members. Local unions in these centres reported a total of 622,085 members which represented an increase of 3 per cent over the membership reported for these centres in 1947. Montreal and Toronto were the largest centres of union members. They included 33.3 per cent of the union membership in the 60 cities and 21.3 per cent of the locals.

The report contains a brief historical statement and shows the membership, names of the officers, and the affiliated unions of the Trades and Labour Congress

* This article is an advance statement dealing with the *Thirty-Eighth Annual Report on Labour Organization in Canada* which is soon to be released by the Department of Labour.

of Canada, the Canadian Congress of Labour, the Canadian and Catholic Confederation of Labour and the Canadian Federation of Labour.

For each national and international union, the name and address of the secretary, the membership as well as the number and location of their branches are shown. In the case of international unions, the names and addresses of Canadian officers are also given.

In addition there are included lists of provincial federations, local labour councils, federations of unions in allied trades or industries, district union councils, and railroad brotherhood committees, with the

names and addresses of their presidents and secretaries. Some notes are included concerning the nature, functions and inter-relationships of the constituent parts of the framework of labour organizations. A section of the Report deals with the labour press.

The Report also gives some information concerning female membership in unions; benefits paid by headquarters of national and international unions on behalf of Canadian members; teachers' associations; and other organizations of public employees, including those employed by the Dominion, provincial and municipal governments.

TABLE I.—AFFILIATION OF TRADE UNION MEMBERS IN CANADA, 1947 AND 1948

	Number 1947	Number 1948	Per Cent of Total 1948
Trades and Labour Congress of Canada.....	403,003	439,029	44.9
American Federation of Labour (1).....	6,274	9,367	1.0
Canadian Congress of Labour.....	329,058	338,627	34.6
Congress of Industrial Organizations (2).....	2,174	3,777	.4
Canadian and Catholic Confederation of Labour.....	91,026	93,370	9.6
International Railway Brotherhoods (independent).....	39,627	41,126	4.2
Canadian Federation of Labour (3).....	3,641	3,992	.4
National Council of Canadian Labour (3).....		1,362	.1
Unaffiliated National and International Unions.....	31,516	42,598	4.4
Unaffiliated local unions.....	5,805	4,346	.4
Total.....	912,124	977,594	100.0

(1) These comprise international unions affiliated with the A.F.L. in the United States, the Canadian branches of which are not affiliated with the Trades and Labour Congress of Canada or the Canadian Congress of Labour. Local or federal unions which received their charters directly from the A.F.L. have been included under the Trades and Labour Congress in this table as they are affiliated with that body.

(2) These comprise international unions affiliated with the C.I.O. in the United States, the Canadian branches of which are not affiliated with the Canadian Congress of Labour.

(3) The membership shown is for the affiliated unions which reported their membership to the Department.

TRADE UNION MEMBERSHIP IN CANADA, 1911-1948

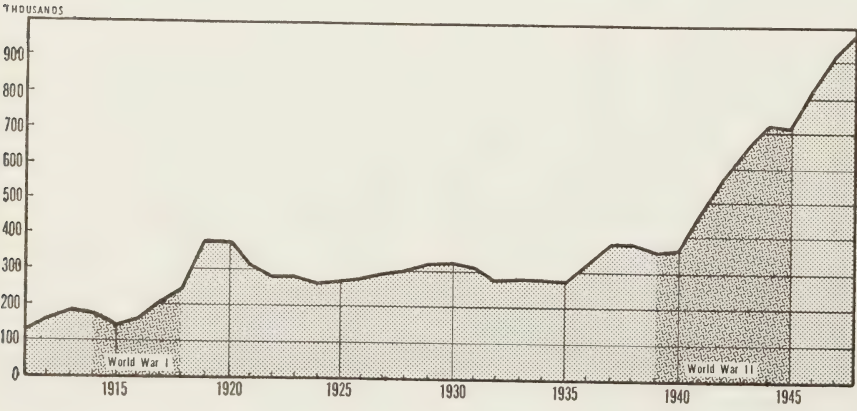


TABLE II.—DISTRIBUTION OF TRADE UNION MEMBERS, BY MAIN INDUSTRIAL GROUPS, WITH PERCENTAGE CHANGES, 1947 AND 1948

Industry	1947		1948		Percent- age Change 1948 from 1947
	Members	P.C. of Total	Members	P.C. of Total	
Mining and Quarrying.....	49,036	5.4	48,784	5.0	-0.5
Metals.....	181,491	19.9	188,264	19.3	+3.7
Construction.....	71,629	7.9	91,632	9.4	+27.9
Light, heat and power.....	9,276	1.0	11,639	1.2	+25.5
Wood and wood products.....	77,806	8.5	95,390	9.8	+22.6
Printing and publishing.....	17,831	2.0	19,731	2.0	+10.7
Steam railway transportation.....	138,039	15.1	143,811	14.7	+4.2
Other transportation.....	59,536	6.5	62,203	6.4	+4.5
Services.....	110,737	12.1	116,169	11.9	+4.9
Clothing and footwear.....	54,769	6.0	50,301	5.1	-8.2
Textiles.....	44,811	4.9	51,165	5.2	+14.2
Foods.....	39,851	4.4	44,137	4.5	+10.8
All other industries.....	57,312	6.3	54,368	5.5	-5.1
Total.....	912,124	100.0	977,594	100.0	+7.2

TABLE III.—NEW AND DISSOLVED LOCAL UNIONS CLASSIFIED BY MAJOR INDUSTRIAL GROUPS, 1948

Industry	Local Union Branches		Net Change
	New	Dissolved	
Mining and Quarrying.....	10	15	-5
Metals.....	49	32	+17
Construction.....	68	28	+40
Light, Heat and Power.....	10	5	+5
Wood and Wood Products.....	43	17	+26
Printing and Publishing.....	16	3	+13
Steam Railway Transportation.....	27	7	+20
Other Transportation.....	10	13	-3
Services.....	103	114	-11
Clothing, Footwear.....	17	12	+5
Textiles.....	27	7	+20
Foods.....	57	30	+27
All Other Industries.....	41	37	+4
Total.....	478	320	+158

TABLE IV.—MEMBERSHIP IN TRADE UNIONS BY PROVINCES, 1947, 1948

Provinces	1947		1948	
	Member- ship	Percent of Total	Member- ship	Per cent of Total
Nova Scotia.....	36,575	4.6	33,533	4.1
New Brunswick.....	22,295	2.8	24,004	2.9
Prince Edward Island.....	714	0.1	915	.1
Quebec.....	210,260	26.8	229,458	28.3
Ontario.....	286,981	36.5	301,418	37.2
Manitoba.....	40,327	5.1	40,430	5.0
Saskatchewan.....	24,306	3.1	25,294	3.1
Alberta.....	38,202	4.9	37,592	4.6
British Columbia.....	115,230	14.7	106,668	13.1
Northwest Territories.....			361	.1
Yukon Territory.....	200	0.1	122	.1
Locality not specified.....	10,479	1.3	11,121	1.4
Total.....	785,569	100.0	810,916	100.0

CANADIAN MANUFACTURERS' ASSOCIATION

STUDIES INDUSTRIAL RELATIONS

In recent years reports of the discussions on industrial relations at the Annual General Meetings of the Canadian Manufacturers' Association have been published in the LABOUR GAZETTE. A synopsis of some of the major features of this year's panel on industrial relations at the Annual General Meeting in June, follows.

The Seventy-Eighth Annual General Meeting of the Canadian Manufacturers' Association was held in St. Andrews, New Brunswick, June 7, 8 and 9, 1949.

Members attending the meeting were representative of industry in every province and many problems of particular interest to management, as well as to Canadians in general, were discussed under the leadership of recognized Canadian authorities, as well as others from the United States. It was revealed that the membership of the Association had a net increase of 89 during the previous year and stood at 6,357 at April 30, 1949—the highest in the Association's history.

Presidential Address

In his Presidential address, Mr. Norman A. Hesler, LL.D., of Sackville, New Brunswick, presented a comprehensive review of current industrial and commercial conditions in Canada. He pointed out that "the total national income of the people of Canada in recent years has shown enormous increases." While admitting that the figures for national income were "artificially high owing to the inflation of currency, nevertheless statistics have shown also a remarkable expansion in the physical volume of production."

The President expressed the concern of manufacturers in regard to "the gradual contraction of established (export) markets," and while "some of the best financial, industrial and trade minds" are seeking solutions for the complex problems of the reconstruction period, "their solution is far from realization." He urged the managements of individual firms, "to work out their own solutions as far as possible . . . and to continue and increase co-operation on an international basis."

Turning to industrial relations, Mr. Hesler declared that "one of the greatest dangers to a healthy industrial system is misunderstanding between industrial employees and employers. . . . To achieve understanding and sympathy between employers and

employees," he continued, "is an endless task and should be carried on as one of the principal duties and opportunities of management, as well as by the representatives of employees." In his opinion, "the vast majority of problems arising out of these relationships can and will be solved by negotiation, common sense and consideration for the opinions and welfare of those concerned."

General Manager's Report

In his synopsis of the work of the Association during the year, the General Manager, Mr. J. T. Stirrett, covered a wide field, including tariffs and trade conferences, Canadian exports, trade promotion and its problems, excise and income tax developments, freight rates and other transportation problems, industrial and scientific research, employment, labour relations legislation and workmen's compensation.

With respect to labour relations legislation, Mr. Stirrett stated that "the attitude adopted by the Association . . . following the enactment of the Dominion legislation known as the Industrial Relations and Disputes Investigation Act, has been that it should be given a fair trial before any changes are considered." One exception, he said, had been made however. In accordance with a decision reached at the 1948 Annual Meeting of the Association, it had been urged upon the Dominion and Provincial Governments that "an anti-Communist clause should be inserted in the various Acts, requiring trade unions, which sought to take advantage of them (the Acts), to exclude from office all Communists and fellow travellers."

Following the official opening of the Annual Meeting a consideration of the problems connected with industrial relations was proceeded with. Col. O. H. Barrett, OBE., of the Goodyear Tire and Rubber Company, and Chairman of the Association's Committee on Legislation, presided.

"Philosophy of Industrial Relations"

An address on "Management Philosophy in the Field of Industrial Relations" was given by Mr. R. F. Hinton, Industrial Relations and Personnel Manager of the Shell Oil Company of Canada. He referred to management's willingness—and even eagerness—to take every advantage of technological improvements in manufacturing processes and sales technique and suggested that there should be a similar willingness to accept improved methods in connection with the human relations side of industry. He held that "intelligent management today is providing basic measures such as good working conditions, opportunity for advancement, employee benefits, etc." But if the motive behind these measures was merely "to keep the union out," or for "better production and profits," their value would wear off. "Fair treatment and honest dealing are a requisite foundation, if we are serious in building sound management philosophy," Mr. Hinton asserted. It is management's *intent* that counts: "What are they out for? All they can get away with, or do they really care for the interests of the workers?" The speaker discussed the attitude of "the Marxist element of the labour movement" and quoted an official of "one of our Communist-led unions" as having said that "there must be no compromise in the struggle between employee and employer; we must develop only a strike movement." "Management, which says that the only answer to labour-management troubles is a business recession which will put labour back where it belongs, provides the counterpart to those who foster this false battle line," Mr. Hinton said. He held that "more and more, sound management and the work people in the undertaking are realizing that together they must produce a teamwork which answers the divisive Marxist philosophy."

He summed up the "new management philosophy" as one that: (1) "believes in justice and caring for the individual; (2) puts people before things; (3) believes the means are as important as the end . . . ; (4) deals with its own faults; (5) recognizes mutuality of interest with its labour and promotes teamwork in industry; (6) strives for better production as a service to people; (7) knows that the individual responds to a sense of participation and to moral leadership; (8) believes a new spirit in industry can come through a new spirit in men."

Mr. W. Yalden-Thomson, Co-ordinator of Labour Relations, Imperial Oil Company, Toronto, also contributed to the theme, "Management Philosophy in Industrial

Relations." He discussed the motive and incentive factors that influence individuals and groups in labour-management relations. He asserted that the advocates of greater government control and ownership rely very largely on "the satisfaction-of-needs" approach in the field of industrial relations. "The government, they are prone to say, should take care of everyone."

"There are," he said, "people who believe that we will shortly be faced with another depression." Mr. Thomson asserted that "if these people are right, private enterprise must accept its share of the responsibility and be willing to make grave sacrifices to ensure that another generation is not confronted by a society which does not even provide minimum living requirements for those who are willing to work. Failure to meet such a challenge would, I believe, destroy the free economic system in which we believe."

In his opinion "the intelligent labour leader does not, however, rely solely on 'the satisfaction-of-needs' approach." "A labour organization sometimes seeks to undermine confidence in management, to substitute for the influence of the foreman, the influence of the shop steward and to instill in the working man a feeling that his security and welfare depend upon the union rather than the company."

Mr. Thomson also drew attention to what he termed "one other aspect to the challenge of organized labour" which, he said, should be considered. It was the adoption of political action—"a marriage of convenience" between the advocates of greater government control and the advocates of greater control by labour."

To meet these "challenges," Mr. Thomson suggested the creation of conditions "which will permit people to do things and induce people to want to do things which are compatible with the aims of private enterprise." "No one . . . can claim to know all the answers as to how best this can be done," but the speaker suggested "certain areas in which management can improve its techniques and go a long way in the direction of creating such conditions."

One of the "areas," Mr. Thomson discussed was that management should "strive to improve the systems of communications between all levels" within their plant organizations. This, he said, "involves constant review of the organizational set-up and adherence to sound principles of organization. The system will not work efficiently if some particular level or group down the line is by-passed in the chain of communications, or if insulated groups create blockages to the free flow of ideas up or down the natural channel."

Then too, it was suggested that management should not underrate the brains and initiatives of employees. "All employees, in a larger sense, should know why the job the company is doing is important to the public and themselves."

Other phases "in the field of communications" urged by the speaker, were to assist employees to become more familiar with the economic features of the free enterprise system and the delegation of responsibility and authority." He asserted that "people tend to thrive on responsibility. . . . They resent the type of supervision which does not delegate responsibility. They appreciate the type that does." Moreover, "incentive and promotional opportunity" should not be lost sight of. He held that "our economic system is peculiarly adapted to the establishment of incentive. Competition itself provides an incentive." Hence management should strive "to reward individuals who are prepared to battle with competition successfully."

In conclusion, Mr. Thomson said, "We should not, I believe, merely seek to achieve peaceful industrial relations. We should not merely attempt to maintain the status quo. Rather we should seek to establish healthy industrial relations and should recognize that we can only achieve progress through competition . . . and by meeting the challenges that confront us."

Labour-Management and the Small Manufacturer

A brief statement on labour-management relations from the point of view of smaller

manufacturers, prepared by Mr. D. A. O'Neil of Bridgewater, N.S., was presented to the meeting. In it, Mr. O'Neil sketched his company's reactions on its first experience with union organization and wage negotiations in his plant. As a small manufacturer who does not have a personnel manager he gave his approval to the advice given by those experienced in larger industries. He urged management to "keep your temper at all times. Time is best for the employer and the employee. Do not make any promise or lead the men to believe anything that you are not sure you can back up. When discussing terms with the local committee do not have your solicitor present, but when the international representative is present, always have your solicitor, as . . . the organizers are specialists and the average manager is at a great disadvantage."

An international approach to industrial relations was presented by Mr. V. C. Phelan, Director, Canada Branch, International Labour Office. He reviewed the development of the ILO in this field from its inception in 1919. He declared that it was "important for the peace of the world that some of the sore spots created by either mistreatment of labour, or by backward conditions should be removed," or at least reduced. In his opinion, "those considerations are important to Canada . . . anything which is done to accomplish these objectives, in the long run will improve our position, as well, of course, as serving in the interests of common humanity."

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The deep-sea shipping strike ceased to be effective during July when work was resumed by dock workers in the United Kingdom. Negotiations are continuing between the railways and railway unions over wages and working hours.

INTRODUCTION

The strike called by the Canadian Seamen's Union against the deep-sea ships of Canadian registry which are owned and operated by Canadian East Coast shipping companies collapsed for all practical purposes during July when the dock workers of London, England, voted overwhelmingly to resume work on Canadian flag vessels. The strike had ceased to be effective in Canada many weeks before.

Previous issues of the LABOUR GAZETTE have reported in detail the issues and developments connected with the strike which was declared after the Union had rejected the unanimous report of a Board of Conciliation which had been accepted by the employers, and after the shipowners, confronted by "sit-in" strikes aboard certain vessels, had signed a new collective agreement with the Seafarers' International Union of North America. For a time the Canadian Seamen's Union succeeded in immobilizing a small number of ships in Canadian ports by a combination of direct strike action and picketing on the part of crews and sympathetic action by longshoremen where local leaders could be induced to persuade workers not to handle vessels manned by SIU crews.

From the beginning the CSU had concentrated on tying up Canadian vessels and enlisting sympathetic strike action in ports abroad, where significant numbers of dock workers were for a time persuaded not to handle black-listed vessels.

The most important disruption of Canadian shipping occurred in United Kingdom ports. This began in April when CSU crews of Canadian flag vessels struck on orders of representatives from the Union's Canadian headquarters and appealed to British dock workers to support them. In some cases crews refused to leave their ships and Masters were obliged to obtain

court injunctions to remove them, but in most cases they left the vessels of their own accord and spent their time in making representations to United Kingdom dockers that the shipowners were trying to cut their pay and to worsen their conditions of service. In May trouble started in the Bristol Channel area and spread to Liverpool. The refusal of the British dockers to handle Canadian vessels, or even ships of Canadian registry which were under charter to British shipping interests and manned by British crews under United Kingdom articles, was not approved or authorized by the trade union concerned, the Transport and General Workers' Union. Nevertheless the situation grew steadily worse until at the beginning of June about 10,000 dock workers were idle at Liverpool, where 80 ships were held up, and there was complete stoppage of work at Bristol and Avonmouth. When it became clear that efforts of British trade union officials to persuade their members to handle Canadian vessels were ineffectual, the Minister of Labour for the United Kingdom on June 11 broadcast an appeal to the dock workers pointing out the Communist nature of the leadership of the Canadian Seamen's Union and stressing that a quarrel between two Canadian trade unions was not and could not be any concern of British trade unionists. He also emphasized that the Canadian Seamen's Union had been suspended by the Trades and Labour Congress of Canada, and that the International Longshoremen's Association, of which the majority of Canadian dock workers are members, had expressed a desire to see the dispute settled in such a way as to eliminate the Communist elements of the CSU. Following this appeal, there was a complete and almost immediate return to work in all the West Coast ports of the United Kingdom. However, in London, where the Canadian-manned vessels ss. *Beaverbrae* and

ss. *Argomont* were tied up by the dispute, the situation remained unchanged. On June 20, the London Dock Labour Board allocated stevedores to work the two Canadian vessels, but, although their union recommended that the order be complied with, the dockers continued to refuse to work the ships. At this point, the London dock workers also refused to handle other vessels lying in the same docks as the *Beaverbrae* and *Argomont*. The Minister of Labour for the United Kingdom therefore issued a further statement reminding the men that the dispute was no concern of theirs and appealing to them to obey their union executive and return to normal work without delay.

Presumably to defeat the appeal of the Minister of Labour, representatives of the CSU called on the Canadian High Commissioner in London on June 23, at their own request, and put to him terms on which they claimed they were willing to have the former CSU crews return to their ships. The High Commissioner was asked to transmit to the shipowners the terms of the CSU leaders, which were that there be no "victimization" of the strikers, that there be no prosecutions by the owners, that the strikers return to work at the same pay and with the same working conditions as prevailed prior to the strike and that they would not be compelled to join the Seafarers' International Union. It was made quite clear to the CSU leaders at the time that any undertaking in regard to "no victimization" could refer only to the return voyage to Canada, at the completion of which the men's articles would be terminated, and that no guarantee could be given by the owners relating to the period following the expiration of those articles in view of the hiring provisions of the existing collective agreement between the shipping companies and the SIU. On the above understanding the shipowners agreed to the proposals of the CSU representatives and on the following day all London dock workers returned to work on all vessels.

On June 25, despite the clear understanding described above, the CSU leaders in London made public claims that Canadian Pacific Steamships, Ltd., the owners of the *Beaverbrae*, had broken the agreement by insisting that on their return to Canada the men would have to join the SIU in order to secure further employment with the company. The announcement of the alleged breakdown of the terms of settlement, though incorrect, was accepted

at its face value by many of the United Kingdom dock workers, with the result that the stevedores again ceased work on the *Beaverbrae* and *Argomont* and trouble once again began to extend to other vessels. On July 6, with more than 8,000 dock workers idle in the Port of London and about 100 ships affected, the Minister of Labour for the United Kingdom announced that the Government could not permit the food supplies of the country to be endangered and that troops would be brought into the docks at once to unload food ships affected. He also said that, if necessary, further measures would have to be taken. On July 8 the Home Secretary announced to the House of Commons that unless the Port of London was fully working by July 11, without any discrimination between vessels, His Majesty would be advised to issue a Proclamation under the Emergency Powers Act of 1920. When the situation did not alter materially a Proclamation was issued, as indicated, and regulations were made with effect from July 12 for the purpose of assuring the essentials of life for the community. These included provision for the appointment of a Port Emergency Committee to exercise general control over the working of the docks, and gave powers to set aside provisions under the existing dock labour scheme which stipulate that no person may be employed at the docks who is not a registered dock worker. Many other emergency regulations were also adopted, such as making it an offence to impede the working of any vessel used in essential services.

On July 22 the rank and file dock workers in the Port of London voted by an overwhelming majority to resume work on all vessels, without discrimination, and their example was followed by dock workers elsewhere in the United Kingdom. At the same time the Canadian Seamen's Union called off their strike in Great Britain.

While the situation in the United Kingdom was at its height, certain minor developments took place in Canada. On July 11 two national officers of the CSU visited Ottawa and were received by officers of the Department of Labour. They stated that they wanted to discuss terms on which the strike might be called off; and later they submitted a list of such terms in writing. These were communicated to

officials of the Shipping Federation of Canada and were promptly rejected on the grounds, *inter alia*, that they had been made "solely for propaganda purposes by a discredited union" and could not be treated seriously.

On July 27, following the termination of the strike in the United Kingdom, the Department of Labour was advised by telegram that a "rank and file negotiating committee" of the Canadian Seamen's Union had been elected and authorized by the membership to negotiate a strike settlement, and a meeting with Departmental officers was requested for the next day. The Department replied that no good purpose could be served by the committee's coming to Ottawa because of the public statements made by the union that the strike was to be continued. Stating that the Department's telegram had not been received, the committee visited Ottawa on July 28 and was granted an interview. It was pointed out to the committee that there had been no change in the situation since the Deputy Minister of Labour had formally notified the union on June 27 that if its officers would give a guarantee in writing that the strike would be called off he would be glad to discuss arrangements with the employers with a view to getting

all ships returned to service with as little delay and as little inconvenience to the crews as possible.

The spokesman for the committee stated that the national leaders of the CSU had stepped down in order to meet what he said was some public demand for their retirement, but confirmed the position taken by those leaders that the strike outside of the United Kingdom would be continued until a settlement had been negotiated. The Department's officers then indicated in reply that there was nothing further to be said.

The situation at mid-August was that, out of 84 East Coast vessels of Canadian registry manned by crews under Canadian articles, only two were tied up in ports abroad as a result of the CSU strike. These were the ss. *Ottawa Valley* and the ss. *Triberg* which were immobilized at Auckland and Wellington, N.Z., respectively.

* * *

Direct conferences took place during July between the managements of the major Canadian railway systems and the railway union groups which are seeking increased wages and a reduction in working hours without loss of "take-home pay". A report of the unions' demands was given in the last issue of the *LABOUR GAZETTE*. Negotiations between the parties are continuing.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the wartime Regulations in 1944.

Proceedings begun under the wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament

to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements, and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Min-

ister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec and the officer resident in Fredericton, represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board did not meet during the month of July, but during the month the following applications for certification were received:—

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of the Canadian National Railways, employed in the Revenue Accounting Department of the Company at Montreal. (Investigating Officer: L. Pepin.)

2. The National Association of Marine Engineers of Canada, Inc., on behalf of Marine engineer officers employed by the

Canadian Pacific Railway Company on its Great Lakes Steamship Service. (Investigating Officer: F. J. Ainsborough.)

3. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of the Canadian National Railways, employed in the Staff Record Bureau of the Company at Winnipeg. (Investigating Officer: R. H. Hooper.)

4. The United Fishermen and Allied Workers' Union, on behalf of crew members of whaling vessels operated by the Western Whaling Corporation, Vancouver. (Investigating Officer: G. R. Currie.)

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Board Reports Received

On June 27, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Quebec Railway Light and Power Company, Quebec, P.Q., and the Catholic Syndicate of Garage Employees of the Quebec Railway Light and Power Company (L.G., June, 1949, p. 729). The text of the report of the Board is reproduced below.

On July 22, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the International Brotherhood of Electrical Workers, Local B-1039, and the Gatineau Power Co., the

Canadian Transmission Co., and the Gatineau Electric Light Co., Ottawa (L.G., July, 1949, p. 871). The text of the Report of the Board is reproduced below.

Settlements Following Board Procedure

During July advice was received that matters in dispute between the National Harbours Board and its employees at Montreal, represented by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, had been settled following receipt by the parties of the Report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Aug., 1949, p. 976).

REPORT OF BOARD in dispute between

Quebec Railway, Light and Power Company, and Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc.

(Translation)

To the Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The Board, consisting of Gérard Lacroix, K.C., arbitrator appointed by the employer, Marius Bergeron, arbitrator appointed by the bargaining agent, and Mr. Justice Edouard Tellier, Chairman of the Board, appointed by the Honourable Minister of Labour, begs to report as follows.

The dispute

The parties were bound by a collective agreement which came to an end on February 1, 1949. Following negotiations for the renewal of this agreement the parties came to an understanding on many clauses, as appears more fully in the draft Agreement attached hereto and produced as Exhibit "A".*

The points on which the parties have not been able to come to an agreement, in spite of the intervention of a Conciliator, are as follows:—

1. Duration of the Agreement.
2. Union Security.
3. Relaxation period.
4. Differential rate.
5. Wage rates and application of retroactivity.

The parties produced in writing their respective claims concerning the points at issue as appears in Exhibit "B".*

Hereafter, are the unanimous or majority recommendations on the points under dispute:—

1. Duration of the Agreement

On this point the Board is unanimous in recommending the following insertion in the collective agreement:—

(A) Duration of the Agreement

This agreement cancels all previous agreements; it shall come into effect as from June 15, 1949, and shall remain in force until June 15, 1950, and be renewed automatically from year to year unless one of the parties hereto gives notice to the contrary in writing to the other party not more than 60 days and not less than 30 days before the anniversary date of expiration.

* The text of Exhibit "B" only is printed here, as necessary to the understanding of the Report.

On June 27, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Quebec Railway, Light and Power Company, Quebec, P.Q., and its employees who are represented by the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc. (L.G., July, 1949, p. 872).

The Board was composed of His Honour Judge Edouard Tellier, of Montreal, Chairman, appointed in the absence of a joint recommendation from the other two members of the Board, Gérard Lacroix, K.C., and Marius Bergeron, both of Quebec City, appointed on the nomination of the company and the union, respectively.

The text of the Board's report is reproduced below.

2. Union Security

On this point the Board is unanimous in recommending the following insertion in the collective agreement:—

(A) Maintenance of Membership

All workers governed by the present agreement who were members of the Syndicate at the time of its coming into effect, or who become members subsequently, shall, as a condition of the maintenance of their employment, remain members of the same for the duration of the present agreement.

The Board is unanimous in rejecting or striking out Paragraph "A" as submitted by the Syndicate (Exhibit "B"), as well as Paragraphs "B" submitted both by the Syndicate and by the Company (Exhibit "B"). Paragraph "C" submitted by the Company (Exhibit "B") is unanimously recommended as follows:—

If a worker ceases to be a member of the Syndicate, when, in conformity with the preceding paragraph, he should remain a member, the Secretary of the Syndicate shall give notice in writing to this effect by a letter mailed to the Company; and within the following fifteen (15) days the Company shall terminate the employment of the worker, unless the worker is reinstated as a member of the Syndicate before the expiration of the time mentioned above.

Paragraph "C", as submitted by the Syndicate (Exhibit B) is not accepted by the Chairman of the Board and the employer's arbitrator; the arbitrator of the Syndicate, Mr. Marius Bergeron, sets forth his views on this subject in his minority report.

Paragraph "D" submitted by the Syndicate (Exhibit B) is not accepted by the Chairman of the Board and the employer's arbitrator, on the principle that this clause concerns only the internal administration of the Syndicate. Mr. Marius Bergeron, the Syndicate's arbitrator, states his views on this subject in his minority report.

3. Relaxation Period

The Board unanimously recommends the insertion in the collective agreement of the clause as submitted by the Syndicate, that is a recess period of fifteen (15) minutes.

4. Differential Rate

The Board unanimously recommends the insertion of the following clause in the collective agreement:—

A differential rate of \$0.03 an hour shall be paid to employees working on rotating shifts.

5. Wage Rates and Retroactivity

The Chairman and the employer's arbitrator recommend the following classification and wage rates for employees:—

<i>Classification</i>	<i>Wages</i>
Journeymen:	
A	\$1.03
B .....	.88
C .....	.83
D .....	.78
Vulcanizers or re-cappers.....	.80
Glaziers and Greasers.....	.80
Apprentices:	
4th year .....	.69
3rd year .....	.60
2nd year .....	.55
1st year .....	.50
Service Men:	
A .....	.75
B .....	.72
Beginners .....	.69

Mr. Marius Bergeron, arbitrator of the Syndicate, does not agree with the insertion of Classification "D" for journeymen or with the wage scale in general. He states his views on these points in his minority report.

The majority of the members of the Board consider it necessary to insert a class "D" for journeymen, as it already exists in the orders and in certain collective agreements in force in the City of Quebec,

and is also recognized by the regulations of the Parity Committees affecting garage employees in general.

The majority of the members of the Board consider that the \$0.05 increase recommended by them is equivalent to a rate of at least \$1.08, taking into account the additional advantages enjoyed by the employees of the Company, such as contributions by the Company to pension funds, group insurance, guarantee of work by the year, and, in certain cases, to an additional rate of \$0.03 for rotating shifts. Moreover, in most of the cases of the above classifications, the rates are much higher than those paid by virtue of the orders and collective agreements in force in the City of Quebec for garage employees in general, and in the rest of the cases, taking into account the above-mentioned observations, they are at least equivalent.

With regard to retroactivity, the Chairman of the Board and the arbitrator of the Syndicate are agreed that it should come into effect from February 1, 1949, as the Company was willing to grant a certain increase from the beginning of the new negotiations. This retroactivity applies only to wages.

The employer's arbitrator does not agree on this point.

We thank the parties most sincerely for the co-operation they have given us.

(Sgd.) EDOUARD TELLIER,
Chairman.

MARIUS BERGERON,
Arbitrator
of the Syndicate.

GÉRARD LACROIX,
Employer's Arbitrator.

Quebec, June 23, 1949.

Minority Report

I am sorry that I cannot share the opinion of my colleagues concerning union security, hourly wage rates and retroactivity concerning the differential rate for shifts.

1. Union Security

The agreement, the date of renewal of which was February 1, 1949, contained a maintenance of membership clause. Note that this agreement was the first one signed by the Union with the Employer after it had replaced the international Union as a bargaining agent.

The Union asked for the inclusion of a fully closed shop clause which would have resulted in obliging a *present or future* employee of the employer to join the Union within a period of time agreed upon.

The principal objection to this clause, submitted by the Employer and shared by my colleagues, is of a legal nature. It is maintained that Section 17 of the Professional Syndicates Act, as well as Section 4 of the Federal Industrial Relations and Disputes Investigation Act, make union security clauses illegal.

Concerning the objection which comes from the Federal Industrial Relations Act, it certainly seems that the effect of Section 6 is to permit the inclusion of union security clauses in agreements. If Section 6 does not have this effect, it has no meaning with regard to the law, and this section must, legally, be interpreted in such a way as to give it some meaning, rather than interpreting it in a way which would take away all meaning.

Section 17 of the Professional Syndicates Act permits a member of the union to withdraw at will. It must be remembered that the Professional Syndicates Act (R.S.Q. 1941, Ch. 162), adopted in 1924, was copied, almost in its entirety, from the Professional Syndicates Act of France, passed in 1884.

The French law contains a section similar to our Section 17, and the Supreme Court of Appeal, the highest court in France, ruled that this section did not prevent the inclusion of a closed shop clause. (See J. B. Sirey, "Recueil général des lois et des arrêts" (General Compendium of Laws and Judgments), 1920, Part 1, page 17).

It certainly seems that the clause requested by the Union is legal. However, in view of the fact that the Union signed its first agreement with the Employer at the beginning of February, 1948, I feel that I should recommend the inclusion of a clause for a union shop which is not fully closed, under which *future employees* would be obliged to join the Union, for the arguments of expediency brought up by the Company against the fully closed shop clause could not hold against this clause.

2. Wages

Concerning the wage question, the majority of the members of the Board recommended an increase of 5 cents an hour, which would result in a wage scale varying from 50 cents to \$1.03 an hour; 50 cents being the rate for the first year apprentice and \$1.03 the rate for the journeyman, Class A.

My colleagues do not believe that they should give any more, because, they say, these employees benefit by conditions by which employees of the other garages of Quebec District do not benefit, such as: pension funds and sickness insurance.

I believe, however, that even if these advantages are taken into consideration, an increase of 5 cents as recommended is clearly insufficient, for the following reasons:—

(a) When the agreement was negotiated in 1948, the Company negotiated a rate of 98 cents an hour for journeymen Class A, while it had previously negotiated a rate of 92 cents an hour for its bus drivers, and whereas Class A journeymen in the other garages in the city were receiving a rate of 95 cents an hour.

The Company therefore established a differential itself, and no evidence has been presented to us for the elimination of this differential or the establishment of inferior rates. Moreover, it is worthy of note that in 1948 the employees of the employer were benefiting by the same advantages as those cited: pension funds and sickness insurance.

(b) The bus drivers have just signed an agreement with the same employer granting them an increase of 10 cents an hour, and the rate for Class A journeymen garage employees of Quebec district has also just been increased by 10 cents an hour.

(c) Section 6 of the Order concerning garage employees in Quebec district provides for a working week of fifty-four (54) hours. As a matter of fact, however, most journeymen work forty-nine and a half (49½) hours, which, at the rate of \$1.05 an hour, gives them a weekly income of \$51.97.

According to Exhibit D-8 of the employer, the average working week for journeymen is forty-five (45) hours, which would therefore require a rate of \$1.15 an hour to give them weekly earnings of \$51.97.

With the increase suggested, a rate of \$1.03 an hour gives weekly earnings of \$46.35 for 45 hours' work, which establishes a difference of \$5.62, that is \$51.97 less \$46.35; this \$5.62, spread over 45 hours' work, represents a difference of 12½ cents an hour; that is, on an hourly basis, more than the share paid by the employer for 16 pension funds and sickness insurance.

I believe that it would be reasonable to estimate these advantages at 5 cents an hour, as my colleagues do. Consequently I would recommend a rate of \$1.10 for Class A journeymen instead of \$1.15. As for apprentices, I believe that an initial rate of 50 cents an hour, as suggested by my colleagues, is reasonable. I cannot agree with them, however, on the increase suggested for subsequent years.

The employer asks that a Class D be added for journeymen, because, he says, the apprenticeship system as established under the Order concerning garage

employees in the Province of Quebec obliges it to set up a new class for journeymen. Evidence has been presented that the employer is now taking steps so as not to come within the jurisdiction of the Order any longer. Besides this, the problems which the administering of an Order bring up are very different from those presented by a particular collective agreement. For these reasons, I am not in favour of setting up a new class for journeymen, all the more so since, for qualified workers generally, all agreements provide for three classes.

I therefore feel that I should recommend the following rates:—

<i>Classification</i>	<i>Hourly rate</i>
Journeyman:	
A	\$1.10
B .....	.95
C .....	.90
Vulcanizer, battery man, tires....	.87
Glazier and greaser.....	.87
Apprentice:	
4th year .....	.76
3rd year .....	.68
2nd year .....	.59
1st year .....	.50
Service Man:	
A .....	.82
B .....	.78
Beginner .....	.74

The hourly rates recommended establish, for journeymen, rates which are 2 cents an hour lower than those in force for journeymen working in the garages in Quebec district; this puts an end to the differential which had existed for a number of years to the advantage of the employees of the employer.

The rates recommended for apprentices are higher, especially for first and second year apprentices.

As for service men, it is true that the rates recommended are higher than those in force for service men in the garages of Quebec district, but these rates have been set thus for two reasons:—

(a) Before June, 1949, the service men in Quebec district were grouped into two classes: since June there has been only one class for them, which has meant an increase for them varying from 10 cents to 15 cents an hour;

(b) By virtue of a principle with which I cannot agree, the rates for these service men have been kept lower than the level

they should be, because they are likely to receive tips from the clients of their respective garages.

3. *Retroactivity of the Differential Rate*

I cannot see any reason for not granting the same retroactivity on this point, as this differential rate for men on shifts is an integral part of their wages.

Respectively submitted,

(Sgd.) MARIUS BERGERON,
Union Arbitrator.

Quebec, June 23, 1949.

Minority Report

Hon. HUMPHREY MITCHELL,
Minister of Labour,
Parliament Buildings,
Ottawa.

Mr. MINISTER:

I beg to submit to you my dissenting report concerning retroactivity with regard to wages.

It is my opinion that the retroactive payment of the wage increases ordered by the present Board of Conciliation should go back to May 20, 1949, only.

As a matter of fact, the Quebec Railway, Light & Power Company is directly affected by the arbitrators' decision issued on that date (May 20, 1949) by the Board of Arbitration charged with settling the dispute between the Retail Merchants' Association and the Syndicate of Garage Employees of Quebec City and District.

The awards made by this Arbitration Board are incorporated in the Order which governs this industry, and, by the fact of legal extension, become applicable to the present Company.

As this Board of Arbitration considered it right that retroactivity should go back only to the date of the signing of the agreement, and its decision is dated May 20, 1949, I cannot see any fair reason which would justify the imposition on the Quebec Railway, Light & Power Company, by virtue of its particular agreement, of more onerous charges resulting from retroactivity than those which the arbitrators decided to impose on all the other garages in the city subject, as the Company is, to the obligations of the Order.

All of which is respectfully submitted.

(Sgd.) GÉRARD LACROIX, K.C.

EXHIBIT "B"

CONCILIATION PROCEDURE BETWEEN THE CATHOLIC SYNDICATE OF GARAGE EMPLOYEES OF THE QUEBEC RAILWAY, LIGHT AND POWER CO., QUEBEC DISTRICT AND THE QUEBEC RAILWAY, LIGHT AND POWER COMPANY—STATUTE 11-12, GEORGE VI—CHAPTER 54. INDUSTRIAL RELATIONS AND DISPUTES INVESTIGATION ACT.

DISPUTED CLAUSES

Union Requests

Duration of the Agreement

- A This agreement cancels all previous agreements; it is to come into effect February 1, 1949, and shall remain in force until January 31, 1950, and be renewed automatically from year to year unless one of the parties hereto gives notice to the contrary in writing to the other party not more than 60 days and not less than 30 days before the anniversary date of expiration.

Union Security

Fully closed shop

- A All employees governed by the present agreement who were members of the Union at the time of the signing of this agreement, or who subsequently become members, shall, as a condition of the maintenance of their employment, remain members of the same for the duration of the present agreement.
- B Employees who are not members of the Union at the time of the signing of the agreement shall join it within the next thirty (30) days and shall, as a condition of the maintenance of their employment, remain members of the same during the whole life-time of the agreement.
- C Every new employee whose work is governed by the present agreement shall, within sixty (60) days following the date of his entering the service of the Company, become a member of the Union and maintain his membership for the duration of the agreement, as a condition of the continuation of his employment. If an employee governed by this agreement refuses to join or ceases to be a member of the Union, contrary to Paragraphs 1, 2 and 3 of the present section, the Secretary of the Union shall give notice in writing to the Company; within the next two weeks the Company shall terminate the employment of this employee, unless, before the expiration of the above-mentioned period of time, the employee is reinstated or admitted as a member of the Union.
- D In case the Union should decide to expel a member, the case shall be submitted to the Relations Committee.

Relaxation Period

A period of relaxation of fifteen (15) minutes shall be granted for each half-day's work. During this period the employees may smoke in the appointed places. They shall abstain from smoking at all other times at their work or in forbidden places.

Differential Rate

A differential rate of \$0.10 an hour in addition to the rates appearing in Clause XXV shall be paid to employees belonging to rotating shifts.

Company Offers

Duration of the Agreement

- A This agreement cancels all previous agreements; it is to come into effect and shall remain in force until and be renewed automatically from year to year unless one of the parties hereto gives notice to the contrary in writing to the other party within the two-month period preceding the anniversary date on which the duration of the agreement expires.

Union Security

Maintenance of membership

- A All workers governed by the present agreement who were members of the Union at the time of the coming into effect, or who subsequently become members, shall, as a condition of the maintenance of their employment, remain members of the same for the duration of the present agreement.
- B However, every employee who is a member of the Union shall remain free within the 60 days preceding the date of expiration or renewal of the agreement to cancel his membership in the Union.
- C If a worker ceases to be a member of the Union, when, in conformity with the preceding paragraph, he should remain a member, the Secretary of the Union shall give notice of this in writing by a letter mailed to the Company; and within the next fifteen (15) days the Company shall terminate the employment of the worker, unless, before the expiration of the above-mentioned period, the worker is reinstated as a member of the Union.

Relaxation Period

A period of relaxation of ten (10) minutes shall be granted for each half-day's work. During this period the employees may smoke in the appointed places. They shall abstain from smoking at all other times at their work or in forbidden places.

Differential Rate

A differential rate of 2 cents an hour in addition to the rates appearing in Clauses XXV shall be paid to employees belonging to rotating shifts.

*Union Requests
Duration of the Agreement*

Wage Rates

The wage scale shall be as follows:—

Journeyemen

1. Class A.....\$1.18 an hour
2. Class B.....1.03 an hour
3. Class C......98 an hour

Apprentices

4. 4th year.....\$.84 an hour
5. 3rd year......75 an hour
6. 2nd year......70 an hour
7. 1st year......65 an hour

Service Men

8. Class A.....\$0.90 an hour
9. Class B......87 an hour
10. Beginners' Class......84 an hour
(10 categories of employees)

*Company Offers
Duration of the Agreement*

Wage Rates

The wage scale shall be as follows:—

Journeyemen

1. Class A.....
2. Class B.....
3. Class C.....
4. Class D.....

Apprentices

5. 4th year.....
6. 3rd year.....
7. 2nd year.....
8. 1st year.....

Service Men

9. Class A.....
10. Class B.....
11. Beginners' Class.....
12. Vulcanizers or re-cappers.....
13. Greasers.....
(13 categories of employees)

Offer of the Company, general increase
of 4 cents an hour.

REPORT OF BOARD in dispute between

**Gatineau Power Company, Gatineau Transmission Company,
and Gatineau Electric Light Company,
and**

International Brotherhood of Electrical Workers, Local B-1039.

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Hon. Sir:—

The Board of Conciliation appointed by you to deal with the matters in dispute between the parties hereto consisted of Mr. Claude Prévost, K.C. of Montreal, appointed on the recommendation of the Company; Mr. Maurice W. Wright of Ottawa, appointed on the recommendation of the Union, and His Honour Judge Honoré Achim, appointed on your recommendation.

The Board has met on a number of occasions. It has held two public hearings and has heard submissions from both parties to the dispute.

The matters in dispute relate to wage rates as a result of a request by the Union for an increase thereof, and certain changes in working conditions requested by the Union. The Board has given serious and careful consideration to all of these matters. The Board is of the opinion that, having regard to all the pertinent circumstances of this case, the employees are entitled to a general increase in their wage rates in an amount equivalent to ten cents per hour. A number of the employees are paid on a monthly basis and the Board recommends that the monthly wage rate of these employees be increased in an amount equal to ten cents per hour. The Board

On July 22, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between The International Brotherhood of Electrical Workers, Local B-1039, and the Gatineau Power Company, the Gatineau Transmission Company and the Gatineau Electric Light Company, Ottawa, Ontario (L.G., July, 1949, p. 871.

The Board was composed of His Honour Judge Honoré Achim of Outremont, P.Q., as Chairman, Claude Prévost, K.C., of Montreal, Member appointed on the nomination of the companies, and Maurice W. Wright of Ottawa, Member appointed on the nomination of the employees.

The text of the Board's report is reproduced herewith.

is of the opinion that the employees are fully entitled to such an increase in their wage rates and earnestly recommends to the Company that the Board's recommendation be implemented.

The Board recommends further that the said increase in wage rates be implemented with effect from April 11, 1949, which is the day following the expiration of the last collective agreement entered into between the parties hereto.

The Board further recommends that all shift employees be allowed seven days statutory holidays with pay, so that they will enjoy the same privileges as the other employees of the companies involved herein.

The recommendation as contained in the preceding paragraph should be interpreted as meaning that whenever shift employees are called upon to work on any statutory holiday to which they would be entitled if the recommendation of the Board is accepted by the parties, they would receive an extra day's pay for each holiday worked.

With respect to the request of the Union concerning their changes in working conditions, the Board is of the opinion that it should not make any recommendation at the present time. The Board feels that the working conditions in question are such as can be settled between the employers and their employees in the normal course of collective bargaining and commends to the parties hereto that they negotiate further in respect thereof.

The Board wishes to thank the companies and the Union for their courtesy during the hearings. A commendable spirit of co-operation was manifested by all interested

parties, which gives promise for amicable settlement of their existing differences.

All of which is respectfully submitted.

(Sgd.) HONORÉ ACHIM,
Chairman of Board.

(Sgd.) MAURICE W. WRIGHT,
*Member,
Nominee of Union.*

Considering that in the opinion of the companies' Nominee the only basis on which this Board could base its decision is the increase of eight points in the cost-of-living index, the said companies' Nominee wishes to record his opinion that such increase in the cost-of-living index does not warrant an increase in wages of as much as ten cents an hour, but he agreed to sign said report and make it unanimous for the purpose of maintaining the good relations which always existed between the companies and their employees.

Dated at Hull, Quebec, this 21st day of July, A.D. 1949.

(Sgd.) CLAUDE PRÉVOST,
*Member,
Nominee of Companies.*

Recent Decision of Canadian Railway Board of Adjustment No. 1

The Canadian Railway Board of Adjustment No. 1, has released its findings in a case heard at Montreal on May 17, 1949.

Case No. 581—Canadian National Railways (Central Region) and Brotherhood of Maintenance of Way Employees.

The Joint Statement of Facts disclosed that a Bridge and Building Gang of the Belleville Division was temporarily transferred to the Toronto Terminal Division for the period October 11 to November 30, 1947, inclusive, to perform work at Mimico. Subsequently, an expense claim for meals during this period was submitted by a member of the gang. The claim was declined.

The dispute arose over the interpretation of Wage Agreement No. 9, governing Service of Maintenance of Way Employees, Section 9, Clause (f), which reads as follows:—

9. Compensation for living expenses while temporarily employed off assigned territory.

(f) Employees taken off their assigned territory or regular boarding outfits, to work temporarily on snow or tie trains, or other work, shall be compensated for boarding and lodging expenses they necessarily incur. This shall also apply under similar conditions to pump repairers when taken away from their headquarters, and to pumpmen when away from their regularly assigned territory.

The employees contended that since the gang is permanently assigned to the Belleville division, and since the men were off their assigned territory when working in the Toronto Terminals, compensation should be paid for eating expenses incurred.

The Railway Company maintained that, when the clause quoted above was negotiated, the words "assigned territory" referred only to employees who were not assigned to boarding outfits. This interpretation, the Company felt, was clearly indicated by the last sentence in the clause, and also by clause (a) of the same section.

The Board in its decision did not sustain the contention of the employees.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec, are summarized in a separate article following this.

Logging

SHELTER BAY, P.Q.—QUEBEC NORTH SHORE PAPER COMPANY AND LE SYNDICAT CATHOLIQUE NATIONAL DES OUVRIERS EN FORÊT, INC. (NATIONAL CATHOLIC UNION OF FOREST WORKERS).

Agreement, covering pulpwood barking and loading operations, to be in effect from January 15, 1949, to January 14, 1950, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. *Maintenance of membership*: all present employees who are or later become members of the union shall as a condition of continued employment maintain such membership in good standing. New employees covered by the agreement must also become union members within 30 days after starting work.

Hours of work: 10 per day, 60 per week (except loading and mill operations, 11 hours per day). All work performed after 10 hours per day shall be at straight time as well as any necessary work on Sundays or 7 specified holidays. The company will do everything possible to keep such work to an absolute minimum.

Vacation with pay: employees with one to 5 years' service shall receive one week; employees with 5 or more years' continuous service get 2 weeks.

Wage rates: mechanical—blacksmiths \$200 per month, firemen (boiler) \$190 per month, machinists 90 to 95 cents per hour, machinists' helpers 73 to 80 cents per hour, carpenters 75 to 90 cents per hour, painters 72 cents per hour; garage—mechanics 78 to 90 cents per hour, truck drivers' helpers 65 cents per hour, tractor operators 70 to 80 cents per hour plus 10 cents when operating bulldozer on road construction, tractor operators' helpers 67 cents per hour. Power house—electricians \$205 per month, operators \$180 per month; loading—booms, mill conveyors, jackladder 70 cents per hour, loaders 72 cents per hour, oilers 74 cents per hour; general—teamsters 70 cents per hour, labourers 65 cents per hour, stablemen \$170 per month, assistant captain on tug \$190

per month, janitors \$130 to \$160 per month; a maximum of 10 handicapped labourers 55 cents per hour.

Provision is made for *seniority rights* and *grievance procedure*.

Mining

TULSEQUAH, B.C.—POLARIS-TAKU MINING COMPANY LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 858.

Agreement to be in effect from April 30, 1949, to April 29, 1950, and thereafter until notice of termination has been given by one party to the other. The company recognizes the union as the exclusive bargaining agent for all eligible employees.

Check-off: the company agrees to deduct union dues, initiation fees and special assessments from the pay of employees who so authorize and to remit same to the union. This authorization may be revoked at any time by the employee.

Hours of work and overtime: regular work week to be 44 hours. However, employees agree to work 48 hours when requested by the company provided overtime at time and one-half is paid for hours worked in excess of 44 per week or 8 per day. Overtime at time and one-half shall also be paid for all work performed on 6 specified statutory holidays and any other day proclaimed to be a statutory holiday by the Dominion of Canada.

Vacation with pay: the provisions of the annual Holidays Act of British Columbia shall apply, provided that in each year at the time when an employee takes his week's vacation with pay, he will be entitled to a vacation of an additional 3 weeks without pay without forfeiting his rights as an employee hereunder; and for each year completed in the company's service the employee will be entitled to an additional day's vacation with pay.

Daily wage rates: mine—miner \$9.04; miner's helper \$8.48; shaft miner \$9.84; timberman \$9.28; timberman's helper, nipper, skip tender and motorman \$8.48; diamond driller \$9.20; underground mechanic, stope cleaner or barman \$10.24; hoistman, pump man, pipefitter, mucking machine operator, trackman \$8.88; mucker, trammer \$8.24; mill operator \$9.04; crusherman \$8.48; bucket, sacker, mill helper \$8.24; surface—truck and tractor mechanic, machinist (first class), electrician mechanic \$10.24; blacksmith \$10.08; machinist (second class), truck drivers \$9.12; steel sharpener \$9.68; cat driver \$9.20; machine doctor power house operator \$9.04; carpenter's helper (first class) \$8.88; electrician's helper (first class) \$8.72; dam tender \$8.48; carpenter's helper, mechanic's helper, blacksmith shop helper, bull cook and watchman, labourers \$8.24; mess (plus room

and board)—baker \$242 per month, butcher \$238, second cook \$202, night cook \$192, flunkie, dish washer \$172.

Board and room will be supplied during the term of the agreement at the rate of \$1.55 per day. *Off shift differential* will be 3 cents per hour for the second shift and 5 cents per hour for the third shift.

Provision is made for *sick leave with pay*, *seniority rights* and *grievance procedure*.

Manufacturing

Textiles and Clothing

MARYSVILLE AND MILLTOWN, N.B., CORNWALL AND HAMILTON, ONT.—CANADIAN COTTONS LIMITED AND TEXTILE WORKERS UNION OF AMERICA, LOCALS 806, 854, 858 AND 962.

Agreement to be in effect from December 17, 1948, to December 16, 1949, and thereafter from year to year subject to notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees at these mills. *Maintenance of membership*: employees who are or who become members of the union shall as a condition of continued employment remain members of the union. New employees shall as a condition of employment with the company become members of the union within 30 days after starting work with the company and remain members during the term of the agreement. *Check-off*: the company agrees to deduct union dues monthly from the pay of employees who voluntarily authorize such and to remit same to the union. Such authorization may not be revoked before the termination date of the agreement.

Overtime at time and one-half shall be paid for authorized work performed in excess of the standard work day or week for the shift being worked. Seven statutory holidays will be observed, the selection of which will be settled locally between the management and the union committee. *Vacation with pay*: 2 weeks to all employees with 3 months' or more continuous service with the company with pay equal to 4 per cent of the employees' total earnings including overtime during the previous 12 months.

Wage rates agreed upon by the parties to the agreement shall be effective for the term of the agreement.

Provision is made for an *insurance plan*, *seniority rights* and *grievance procedure*.

CORNWALL, ONT.—COURTAULDS (CANADA) LIMITED AND TEXTILE WORKERS UNION OF AMERICA, LOCAL 779.

Agreement to be in effect from July 1, 1949 to June 30, 1950, and thereafter from year to year subject to 60 days' notice. This agreement is similar to the one previously in effect (L.G., Nov., 1948, p. 1242) with the following changes—*statutory holidays allowed* with pay are increased from 5 to 7.

Hourly wage rates are increased 5 to 10 cents in some departments. The base rate for female operators reaching quotas production will be 65 cents per hour. Boys starting rates are 50 cents per hour, increased 2½

cents per hour after 2 and 4 months respectively and 5 cents per hour after 7 and 12 months respectively to 65 cents per hour. When 2 shifts are being worked an additional 2 cents per hour is paid to boys. Insurance benefits provided by the company include life insurance, accident and health benefits, hospitalization for employees and their dependents as well as surgical and physicians' fees while hospitalized up to certain limits.

Metal Products

MONTREAL, P.Q.—WARDEN KING LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 528.

Agreement to be in effect from March 28, 1949, to March 27, 1950, and thereafter from year to year subject to notice. This agreement is similar to the one previously in effect (L.G., Dec., 1948, p. 1419) with the following changes—*Overtime*: time and one-half is paid for work after 8½ hours per day Monday through Friday instead of after 9 hours as formerly. All 8 statutory holidays observed are now paid holidays instead of only 5 as previously. Provision is made for the reopening of negotiations on wages during October, 1949 by the company upon receiving 15 days' notice from the union.

Construction

WINNIPEG, MAN.—GREATER WINNIPEG PLUMBING AND HEATING EMPLOYERS LABOUR RELATIONS BOARD AND UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 254.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year subject to notice. Employers shall give members of the union or men willing and eligible to become members preference in employment. If members are not available employers shall have the privilege of getting other men. Members of the union likewise agree to work only for recognized shops and to give preference to such shops that are the party to the agreement. Employers shall have the right to hire helpers for a probationary period of 6 months. Helpers now in the industry who have over 5 years' experience may apply for journeyman examination.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime* at time and one-half shall be paid up to 10 p.m., double time thereafter and for work on Saturdays. However, each shop is allowed to employ one journeyman mechanic to perform emergency repairs on Saturday from 8 a.m. to 12 noon at the single time rate and on Sundays and 7 specified holidays.

Vacation with pay will be granted according to the Manitoba Vacation with Pay Act.

Hourly wage rates for all journeymen shall be \$1.55, for helpers 95 cents. Night shift shall be paid 8 hours for 7 hours' work and must be of at least 2 nights' duration, otherwise regular overtime rates shall apply. No member will be allowed to work 2 continuous shifts.

Apprentices shall be paid at the rate of wages set forth in the Provincial Government Schedules. Only members of the union and duly indentured apprentices under the Manitoba Apprenticeship Act shall handle any tools of the trade. An employer who is engaged in the trade and who employs a journeyman or who is himself a journeyman may employ one apprentice, and for each additional 3 journeymen he may employ one apprentice. Every apprentice is to serve a term of 5 years, 3 years working with a journeyman only and the last 2 years allowed to handle the tools by himself. When an apprentice enters his fifth year another apprentice may be employed.

Travelling expenses: extra carfare shall be paid when outside the regular city fare. Any time spent travelling beyond limit of city fare shall be considered equivalent to being on the job. Car or transportation fare shall be provided when moved from job to job. Men sent from Winnipeg to points out of town shall have their transportation, board and lodging paid. Time spent travelling to and from destination shall be paid at regular rate to a maximum of 8 hours' pay in a day. If travelling after 12 o'clock midnight a sleeper shall be provided.

Provision is made for *grievance procedure*.

WINNIPEG, MAN.—ASSOCIATION OF PAINTING AND DECORATING CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 739.

Agreement to be in full effect from May 1, 1949, to April 30, 1951. Parties to meet during January, 1951, to suggest changes, if there are any. This agreement is similar to the one previously in effect (L.G., Sept., 1948, p. 990) with the following changes—*Overtime* at time and one-half is paid for any essential work done on Saturday forenoons which is arranged between both parties to the agreement. Time and one-half is also paid for work on 8 instead of 7 specified statutory holidays (on Labour Day, an additional holiday, no work is to be performed).

Hourly wage rates are increased 5 cents to \$1.20, and to \$1.25 for swing stage painters and spray painters.

Service

PORT ARTHUR AND FORT WILLIAM, ONT.—LAKEHEAD HOTEL KEEPERS' ASSOCIATION AND INTERNATIONAL BEVERAGE DISPENSERS' UNION, LOCAL 757.

Agreement to be in effect from January 1, 1949, to December 31, 1949, and thereafter from year to year subject to 30 days' notice. The employers agree that any and all employees within the classification of work shall be members of the union in good standing as a condition of continued employment. Only members in good standing in the

union or persons eligible for membership shall be hired. The employers shall call the union for additional employees when required, provided however that if this union does not have suitable people available, a non-union person may be hired with the understanding that he must make immediate application for membership in the union, shall work under the terms of the agreement and shall thereafter maintain membership in the union in good standing to maintain his employment.

Hours of work: 48 per week to be performed within a period of 6 days, any overtime to be worked only in emergency. No employee shall work more than 4 night shifts in any one working week except by mutual consent of the individual employer and his employees. Time spent by employees in preparation work before the opening and in cleaning up, etc. after closing hours shall be included in hours of work and the total shall not exceed 48 hours per week. Overtime at the rate of 90 cents per hour shall be paid any regular employee whose work is performed at any time except during regular working week. If he works on any of 4 specified holidays he shall be allowed equal time off within 3 weeks. Two additional holidays shall be paid holidays as well as election days. *Vacation with pay:* each full time employee employed one year or more shall receive 12 working days or at the rate of one day for each month worked.

Minimum rate of wages for floormen \$169 per month, and for tapmen \$196 per month. Where extra help is employed the rate shall be 80 cents per hour for a minimum of 4 hours. If employed a full week the monthly rate shall apply.

Provision is made for *sick leave, seniority rights and grievance procedure*.

SASKATOON, SASK.—THE CITY OF SASKATOON AND THE FIREFIGHTERS UNION, LOCAL No. 80.

Agreement to be in effect from April 1, 1949, to March 31, 1950, and thereafter from year to year. *Vacation with pay:* all employees shall be entitled to 21 days per year after completing one year of service. *Sick pay:* employees shall be allowed sick pay at the regular rate for a reasonable time subject to the discretion of the City Commissioner.

Monthly wage rates: firemen first 6 months \$151, second 6 months \$163.50, second year \$173.50, third year \$183.50, fourth year and thereafter \$193.50; lieutenant \$198.50; chief fire inspector, drill instructor \$218.50; maintenance man, motor mechanic, assistant fire alarm and police telegraph supervisor, captains \$213.50; fire alarm and police telegraph supervisor \$236.75. A *cost-of-living bonus* of \$8 per month shall be paid during the term of the agreement in addition to the foregoing salaries.

Provision is made for *superannuation, seniority rights and grievance procedure*.

Collective Agreement Act, Quebec*

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of 3 new agreements, the repeal of another agreement, the correction of one agreement and the amendment of 8 other agreements. These include, in addition to those summarized below, the amendment of the agreements for building trades at St. Jérôme, in the counties of Drummond, Arthabaska and Nicolet, at Sorel, at St. Hyacinthe, at Joliette, at St. John's and at Quebec, published in the *Quebec Official Gazette* of June 25, which are the same as the amendment of the same date, summarized below, for building trades at Three Rivers.

A request for the amendment of the agreement for building trades at Quebec was published June 25. Requests for the amendment of the agreements for the uncorrugated paper box industry for the province and for the sash and door industry at Quebec were gazetted July 2, for garage and service station employees at Quebec, for barbers and hairdressers at St. Hyacinthe, for bakers and bakery salesmen at Three Rivers and for plumbers at Hull published July 9, for hairdressers at Montreal gazetted July 16, for grocers and butchers at Joliette and for building trades at Montreal gazetted July 23. A request for a new agreement for bakers and bakery salesmen at Drummondville and in Drummond County was also published July 23.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Manufacturing

Fur and Leather Products

SHOE REPAIRERS, THREE RIVERS

An Order in Council, dated July 7, and gazetted July 23, repeals the Order in Council making this agreement obligatory (L.G., Oct., 1947, p. 1473).

RETAIL FUR INDUSTRY, MONTREAL

An Order in Council, dated June 15, and gazetted June 25, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174; Sept., 1948, p. 992, and previous issues). The agreement as amended is to remain in effect until April 30, 1950, and thereafter from year to year, subject to notice.

Territorial jurisdiction comprises the Island of Montreal and within a radius of 50 miles from its limits.

Hours: 40 per week except from September to December inclusive when 44 hours may be worked at regular rates; however, outside the Island of Montreal, 44 hours may be worked per week at the regular rates and 48 hours from September to December inclusive.

Overtime is payable at time and one-half; an employee working on any of 8 specified holidays shall receive his regular rate plus time and one-half. These 8 holidays are *paid holidays* if not worked.

Minimum hourly wage rates: from August 1, 1949, cutters \$1.58 and \$1.36, operators \$1.25 and \$1.04, finishers \$1.11 and 93 cents, blockers \$1.01 and 77 cents, female operators and female finishers 99 cents and 81 cents, female coat closers \$1.01, lining makers 92 cents, finishing foreladies and female finishers who distribute work \$1.03. All these rates include an increase of 4 cents per hour effective from August 1, 1949. Outside the Island of Montreal and in a town of less than 25,000 population, the above minimum wage rates may be reduced by 15 per cent. Apprentices (male and female) to receive minimum of 35 cents per hour during first 6 months to 60 cents during fifth 6 months; apprentice cutters from \$1 during first 6 months to \$1.25 during sixth 6 months.

Vacation: one week after one year's service, two weeks per year after two years' service. Vacation shall be taken between June 1 and August 31; but, upon the employee's request with the employer's consent, the Parity Committee may authorize another period.

Apprenticeship: every employer working alone as a qualified worker in his shop is entitled to one apprentice; one apprentice is allowed for every 2 skilled workers employed. Apprenticeship period is 2½ years except for apprentice cutters whose apprenticeship is for three years.

No contracting or subcontracting or piece work shall be permitted inside the factory of the employer.

Construction

BUILDING TRADES, QUEBEC

A correction of an Order in Council relating to this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988) was published in the Quebec *Official Gazette* of June 25. This correction provides that the minimum wage rate for electrical contractor (personal service) be \$1.50 per hour in zone I, \$1.30 in zone II, \$1.25 in zone III and \$1.20 in zone IV.

BUILDING TRADES, THREE RIVERS

An Order in Council, dated June 15, and gazetted June 25, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 370, Nov., p. 1661; Jan., 1948, p. 51, Aug., p. 873, and previous issues) by providing that road operations carried out on behalf of any department of the Provincial Government, already governed by the Fair Wage Schedule, are not governed by the present agreement.

Another Order in Council, dated July 7, and gazetted July 16, amends the previous Orders in Council for this industry. Agreement as amended to remain in effect until June 1, 1950, and thereafter from year to year, subject to notice.

Territorial jurisdiction includes the counties of Maskinongé, St. Maurice, Lavolette, Champlain and Three Rivers, and is now divided into 3 zones, as follows: zone I, the cities of Three Rivers, Cap de la Madeleine, Shawinigan Falls, Grand'Mère and the town of La Tuque and all other municipalities of 8,000 souls or more; zone II, the municipalities of 3,000 but less than 8,000 souls; zone III, the municipalities of less than 3,000 souls. However, employees residing in zones I and II and working in zones II and III shall be paid the rates provided for the zone where they live.

Minimum wage rates: bricklayer, mason, plasterer \$1.25 per hour in zone I, \$1.15 in zone II and \$1 in zone III for senior journeyman and 90 cents in the 3 zones for junior journeyman; carpenter-joiner \$1.05 in zone I, 95 cents in zone II and 90 cents in zone III for senior journeyman and 90 cents in zone I, 80 cents in zones II and III for junior journeyman; painter 95 cents in zone I, 90 cents in zone II, 85 cents in zone III for senior journeyman and 85 cents, 75 cents and 70 cents for junior journeyman; electrician \$1.05 in zone I, 95 cents in zone II and 90 cents in zone III for senior journeymen and 90 cents in zones I and II and 85 cents in zone III for junior journeyman; painter (spraying machine) \$1.10 in zones I and II and \$1 in zone III; paper hanger 95 cents in zone I, 90 cents in zone II, 85 cents in zone III; labourer 75 cents in zone I, 70 cents in zone II, 60 cents in zone III; boiler fireman 90 cents in zone I, 80 cents in zone II and 70 cents in zone III; stationary engineman 95 cents in zone I, 85 cents in zone II, 75 cents in zone III; steam crane and elevator operator \$1.05 in zone I, 95 cents in zone II, 80 cents in zone III; gasoline or electric crane and elevator operator 85 cents in zone I, 80 cents in zone II, 70 cents in zone III; compressor operator, mixer operator (with certificate) 95 cents in zone I, 85 cents in zone II, 70 cents in zone III; mixer operator (without certificate) 85 cents in zone I, 80 cents in zone II and 65 cents in zone III; millwright, machinist, blacksmith \$1 in zone I, 85 cents in zone II, 75

cents in zone III; marble layer \$1.15 in zones I and II and 95 cents in zone III; tile layer \$1.05 in zones I and II and 90 cents in zone III; terrazzo layer 95 cents in the 3 zones; terrazzo polisher (dry process) 90 cents in zones I and II and 70 cents in zone III; terrazzo polisher (wet process) 85 cents in zones I and II and 65 cents in zone III; lather 90 cents in zone I, 85 cents in zone II and 75 cents in zone III; cement finisher, joint pointer 95 cents in zone I, 85 cents in zone II and 80 cents in zone III; mortar maker, plaster pourer, hod carrier, celanite mixer 80 cents in zone I, 75 cents in zone II, 60 cents in zone III; driller, rigger 85 cents in zone I, 75 cents in zone II, 70 cents in zone III; whitewasher 80 cents in zone I, 70 cents in zone II, 65 cents in zone III; truck-driver 80 cents in zone I, 75 cents in zone II, 70 cents in zone III; horse driver 75 cents in zone I, 70 cents in zone II, 65 cents in zone III; roofer (slate and tile) \$1 in zone I, 90 cents in zone II, 85 cents in zone III; roofer (composition) 90 cents in zone I, 80 cents in zone II, 75 cents in zone III; job watchman (maximum of 72 hours per week) 50 cents in the 3 zones.

Apprentices: bricklayer, mason, plasterer (one apprentice allowed for every 3 journeyman) 55 cents per hour in the 3 zones in first year, 70 cents in second year, 90 cents in third year; electrician (one apprentice allowed for each journeyman) 50 cents in first year in the 3 zones, 55 cents in second year, 60 cents in third year, 70 cents in fourth year; painter, paperhanger, millwright, machinist, blacksmith, marble, tile, terrazzo and mosaic layer, cement finisher, joiner and white-washer (one apprentice allowed for every 3 journeymen) 45 cents in the 3 zones in first year, 55 cents in zone I, 50 cents in zones II and III in second year, 70 cents in the 3 zones in third year; carpenter-joiner (one apprentice allowed for every 3 journeymen) 45 cents in zone I and 40 cents in zones II and III in first year, 60 cents in zone I and 55 cents in zones II and III in second year, 75 cents in zone I and 70 cents in zones II and III in third year.

Transportation and Public Utilities

Water Transport

LONGSHOREMEN (OCEAN NAVIGATION), QUEBEC

An Order in Council, dated July 7, and gazetted July 16, makes obligatory the terms of a new agreement between ten companies and International Longshoremen's Association, Local 1739. The agreement applies to longshoremen loading and unloading ocean steamships in the Harbour of Quebec, and is to be in effect from July 16, 1949, to December 31, 1949, and thereafter from year to year, subject to notice.

Hours: 8 per day, 8 a.m. to 12 noon and 1 p.m. to 5 p.m.

Overtime: work performed between 5 p.m. and 8 a.m. is payable at time and one-half; on Sundays and 4 specified holidays at double time. Work performed during any meal hour is payable at double the regular rate on week-days and at double time and one-half Sundays and specified holidays.

Minimum wage rate: \$1.30 per hour. For loading or unloading ammonium nitrate fertilizer, a differential of 35 cents per hour shall be paid; for loading or unloading of

other cargoes, specified in agreement, a differential of 15 cents per hour shall be paid.

Men ordered out to work during the day shall receive a minimum of one hour's pay at regular rate and during the night or on Sundays and holidays a minimum of 2 hours' pay, whether put to work or not.

Regulations in the agreement as to working conditions specify the number of men for gangs, the weight and size of slingloads, etc. Provision is made for the settling of grievances which may arise.

LONGSHOREMEN (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated June 29, and gazetted July 9, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and International Longshoremen's Association, Local 375. The agreement applies to the longshoremen employed in the loading and unloading of ocean steamships in the Harbour of Montreal, and is to be in effect from July 9, 1949, to December 31, 1949, and thereafter from year to year subject to notice.

This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, Oct., 1948, p. 1128; Aug., 1947, p. 1175 and previous issues, with the following exceptions:—

Minimum wage rates for all employees are increased 10 cents per hour for day work and 15 cents per hour for evening and night work, so that the minimum wage rates are now \$1.40 per hour for day work and \$2.10 for evening and night work; \$1.75 per hour for day work and \$2.62½ for evening and night work on ammonium nitrate fertilizer; \$1.55 for day work and \$2.32½ for evening and night work on certain other cargoes specified in agreement.

SHIPLINERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated June 29, and gazetted July 9, makes obligatory the terms of a new agreement between certain shipping and stevedoring companies and the International Longshoremen's Association, Local

1552. Agreement to be in effect from July 9, 1949, to December 31, 1949, and thereafter from year to year subject to notice. Agreement covers all fitting of ocean-going vessels lying in the Harbour of Montreal for grain and cattle and all woodwork in connection with the stevedoring gear, except where permanent gear men are employed.

This agreement is similar to the ones previously in effect and summarized in the LABOUR GAZETTE, Oct., 1948, p. 1128; Sept., 1947, p. 1308, and previous issues, with the following exceptions:—

Minimum wage rates for all employees are increased by 10 cents per hour for day work and 15 cents per hour for evening and night work, making the new minimum rates \$1.40 per hour for day work and \$2.10 for evening and night work; \$1.50 for day work and \$2.25 for evening and night work in holds of steamers in which bulk sulphur or bulk fertilizer has been stowed and where the old wood is being used; \$1.75 for day work and \$2.62½ for evening and night work on ships where ammonium nitrate fertilizer is being or has been loaded; \$1.55 for day work and \$2.32½ for evening and night work cleaning holds in which certain other cargoes, specified in agreement, have been stowed.

CHECKERS AND COOPERS (OCEAN NAVIGATION), MONTREAL

An Order in Council, dated June 29, and gazetted July 9, makes obligatory the terms of a new agreement between certain steamship companies and Local 1657, International Longshoremen's Association. The agreement governs all checkers and coopers working on ocean-going vessels in the Harbour of Montreal, and is to be in effect from July 9, 1949, to December 31, 1949, and thereafter from year to year, subject to notice.

This agreement is similar to the ones previously in effect and summarized in the LABOUR GAZETTE, Oct., 1948, p. 1128; Sept., 1947, p. 1308, and previous issues, except that the minimum wage rates are increased from \$1.20 to \$1.30 per hour for day work and from \$1.80 to \$1.95 per hour for night work.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During June

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of June the Department of Labour prepared 194 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 72 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour," and also specify that the rates of wages set out therein are "*minimum* rates only" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	6,647	\$9,371,368.00
Post Office.	16	302,407.58

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JUNE

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Spring Coulee, Alta.....	Construction of St. Mary Main Canal and irrigation structures.	Doncaster Construction Co. Ltd., Edmonton, Alta.....	70,000 00	March 29, 1949
Canadian Commercial Corporation				
Halifax, N.S.....	Sodding of playing field H.M.C.S. "Stadacona".	Walker & Hall, Halifax, N.S.....	10,330 00	July 11, 1949
Chimo, P.Q.....	Erection of an operational building and installation of electrical and telephone cables.	The Tower Co. Ltd., Montreal, P.Q.....	2,970 00	June 20, 1949
Fort Martiniere, P.Q.....	Construction of a wireless receiving station.	Frs. Jobin Inc., Quebec, P.Q.....	17,557 00	July 13, 1949
Lachine P.Q.....	Repairs to floor in combined mess-kitchen, Building No. 6.	J. L. E. Price & Co. Ltd., Montreal, P.Q.....	6,497 00	July 14, 1949
Longueuil, P.Q.....	R.C.A.F. Station.	Roofers Incorporated, Montreal, P.Q.....	7,597 20	July 12, 1949
Clinton, Ont.....	Reroofing of nine buildings, Nos. 8 to 16 inclusive, at Jacques Cartier Barracks.	R.A. Blyth, Toronto, Ont.....	55,718 50	July 11, 1949
Kingston, Ont.....	Installation of water and sewer system, etc., R.C.A.F. Permanent Married Quarters area.	M. Sullivan & Son Ltd., Kingston, Ont.....	884,447 00	July 14, 1949
Rockcliffe, Ont.....	Construction of a new dormitory at Royal Military College. Repairs and reinforcing of wooden trusses by pre-stressed wire method in Hangars No. 66, 67 and 68 and Drill Halls Nos. 70 and 121, R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.....	30,000 00	June 9, 1949
Toronto, Ont.....	Construction of a control room, laboratory and store room, Acoustic Section, Institute of Aviation Medicine, R.C.A.F. Station.	Richard & B. A. Ryan Ltd., Toronto, Ont.....	11,690 00	June 25, 1949
Fort Churchill, Man.....	Construction of rhombic antenna array. Naval Establishment. Repairs to the floors and sub-floor structure, Building No. 8.	The Foundation Co. of Canada Ltd., Montreal, P.Q.....	160,002 00	June 27, 1949
Rivers, Man.....	Joint Air School.	Claydon Co. Ltd., Winnipeg, Man.....	6,167 29	July 13, 1949
Edmonton to Nampao, Alta.....	Location and correction of water losses in the supply line.	Poole Construction Co. Ltd., Edmonton, Alta.....	10,000 00	July 13, 1949
Fort Nelson, B.C.....	Construction of 23 houses, Permanent Married Quarters, R.C.A.F. Station.	Poole Construction Co. Ltd., Edmonton, Alta.....	320,000 00	June 28, 1949
Dawson City and Mayo, Y.T.....	Construction of two married quarters.	Poole Construction Co. Ltd., Edmonton, Alta.....	37,000 00	July 14, 1949
Trail, Y.T.....	Erection of Permanent Married Quarters.	Poole Construction Co. Ltd., Edmonton, Alta.....	110,000 00	July 14, 1949
Watson Lake, Y.T.....	Relocation of the Recreation Hall (Building No. 417), R.C.A.F. Station.	Poole Construction Co. Ltd., Edmonton, Alta.....	9,500 00	July 15, 1949
Whitehorse, Y.T.....	Construction of 50 houses, Permanent Married Quarters, R.C.A.F. Station.	Poole Construction Co. Ltd., Edmonton, Alta.....	695,000 00	June 28, 1949
Whitehorse, Y.T.....	Erection of 30 Prefabricated houses for Permanent Married Quarters.	Poole Construction Co. Ltd., Edmonton, Alta.....	450,000 00	July 14, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JUNE

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Aylmer, P.Q.	Extension from 100 to 125 new veterans rental housing.	E. R. Tremblay, Aylmer (East), P.Q.	\$ 80,252 00	May 28, 1949
Brantford, Ont.	Installation of 100 concrete foundations and woodsheds to old veterans rental housing.	Albert Nosselle & Fils, Valleyfield, P.Q.	65,358 00	June 8, 1949
Fort William, Ont.	Installation of 50 concrete foundations to old veterans rental housing.	Elis Anderson, Port Arthur Ont.	40,793 00	May 11, 1949
Galt, Ont.	Installation of 35 concrete foundations and woodsheds to old veterans rental housing.	G. & M. Contractors, Erin, Ont.	24,900 00	May 27, 1949
Niagara Falls, Ont.	Installation of 100 cement foundations and basements on old veterans rental housing.	Mac Const. Co., Wallaceburg, Ont.	73,300 00	May 11, 1949
Stratford, Ont.	Construction of 51 new veterans rental housing.	E.P.A. Construction Co., London, Ont.	154,770 00	May 31, 1949
Welland, Ont.	Installation of 208 concrete foundations and woodsheds, old veterans rental housing.	Mac Construction Co., Wallaceburg, Ont.	152,166 00	May 11, 1949
Woodstock, Ont.	Installation of 30 concrete foundations and woodsheds, old veterans rental housing.	Mac Construction Co., Wallaceburg, Ont.	20,240 00	May 5, 1949
East Kildonan, Man.	Construction of 75 new veterans rental housing.	Claydon Co. Ltd., Winnipeg, Man.	260,907 00	May 11, 1949
Saskatoon, Sask.	Construction of 100 new veterans rental housing.	Piggott Construction Co., Saskatoon, Sask.	311,535 28	May 26, 1949
Cranbrook, B.C.	Construction of 30 new veterans rental housing.	Orr & Walsh, Vancouver, B.C.	142,000 00	May 9, 1949
Vancouver, B.C.	Construction of 74 new veterans rental housing, 1st project on Fraser View location.	Biltmore Construction Ltd., Vancouver, B.C.	388,469 00	May 17, 1949
Department of Mines and Resources				
Fundy National Park, N.B.	Construction of buildings.	Caldwell Construction Co. Ltd., Fredericton, N.B.	275,500 00	May 30, 1949
Banff National Park, Alta.	Construction of the substructure of a 180 Ft. single span bridge on the Banff-Windermere Highway, Mile 0-5 from Castle Mountain.	Poole Construction Co. Ltd., Edmonton, Alta.	24,000 00	May 13, 1949
Banff National Park, Alta.	Removal of three wooden truss highway spans and the erection of steel spans to replace these, Jasper-Edmonton Highway.	Dominion Bridge Co. Ltd., Winnipeg, Man.	115,000 00	March 31, 1949
National Harbours Board				
Saint John Harbour, N.B.	Dredging deep water berths.	Saint John Dry Dock Co. Ltd., Saint John, N.B.	108,000 00	April 26, 1949
Saint John Harbour, N.B.	Repairing wharf walls, Berths 8 to 14.	Gunite and Waterproofing Ltd., Montreal, P.Q.	2,500 00	April 20, 1949
Quebec Harbour, P.Q.	Reconstruction of quay wall at shed 29.	J. A. Auclair, Quebec, P.Q.	263,923 00	March 10, 1949

Department of Public Works

Halifax, N.S.	Construction of National Research Council Building	McDonald Construction Company Limited, Halifax, N.S.	\$	562,084 00	May 7, 1949
Kentville, N.S.	Addition and alterations to public building	M. A. Cordon & Son, Kentville, N.S.		18,598 00	May 23, 1949
Quebec, P.Q.	Construction of a wharf	J. Armand Courchesne, Montreal, P.Q.		13,558 00	March 25, 1949
Hull, P.Q.	Excavation work—Printing Bureau	J. Armand Courchesne, Montreal, P.Q.		55,000 00	June 4, 1949
Mont Joli, P.Q.	Construction of a public building	Ivanhoe Besse, Sayabec Station, P.Q.		159,226 00	May 19, 1949
Montmagny, P.Q.	Demolition work, closing of site and excavation for construction of public building	J. P. Albert Normand, L'Islet, P.Q.		13,100 00	June 4, 1949
Three Rivers, P.Q.	Addition to public building	Romeo Martel, Three Rivers, P.Q.		668,270 00	May 28, 1949
Kingston, Ont.	Reconstruction of the North side of the East section of the Rideau Canal Causeway	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.		107,489 42	April 1, 1949
London, Ont.	Construction of a science service laboratory	Disimore-McIntire Ltd., Windsor, Ont.		876,359 00	May 12, 1949
Ottawa, Ont.	Demolition of buildings and excavation work—Office Building, Veterans Affairs	Taggart Construction Ltd., Ottawa, Ont.		159,000 00	May 23, 1949
Port Burwell, Ont.	Reconstruction of pier (west pier)	R. A. Blyth, Toronto, Ont.		226,277 00	April 11, 1949
Pine Falls, Man.	Construction of a public building	Bird Construction Co. Ltd., Winnipeg, Man.		105,322 00	May 19, 1949
Prince Albert, Sask.	Alterations and additions, Dominion public building	Harvey Lunan Construction Co., Regina, Sask.		404,000 00	May 12, 1949
Reservoir, Sask.	Construction of a Dominion public building	Piggott Construction Co., Saskatoon, Sask.		133,485 00	June 10, 1949
Balmoral, B.C.	Construction of a wharf	Armour Salvage & Towing Co., Prince Rupert, B.C.		14,469 95	April 21, 1949
Ruskin, B.C.	Wharf replacement	R. Bumstead, Vancouver, B.C.		7,080 40	April 6, 1949
Stewart, B.C.	Wharf repairs	Horne-Latimer Construction Co. Ltd., Vancouver, B.C.		57,350 00	April 1, 1949
Vancouver, B.C.	Alterations and addition to sub-post office, Sea Island airport	Moncrieff Construction Co. Ltd., Vancouver, B.C.		9,837 00	April 1, 1949
Green's Cove, N.B.	Dredging	G. Trynor, St. George, N.B.		2,577 00	May 19, 1949
Kingsville, Ont.	Dredging	The Chatham Dredging & General Contracting Co. Ltd., Chatham, Ont.		33,700 00	"
Oshpant, Ont.	Dredging	Cummins Construction Co., Montebello, P.Q.		12,455 00	"
Port Hope, Ont.	Dredging	Russell Construction Co., Ltd., Toronto, Ont.		28,776 00	"
Port Rowan, Ont.	Dredging	McNamara Construction Co., Ltd., Toronto, Ont.		31,104 00	"

Department of Transport

Arichat, N.S.	Construction of single dwelling and separate wooden tower, Cape Breton Island	H. E. McDonald, D'Escoisse, N.S.	\$	12,644 00	March 16, 1949
Palache Point and Cape Porcupine, N.S.	Diamond drill borings at the site of proposed Strait of Canso Bridge	Foundation Maritime Ltd., Montreal, P.Q.		101,000 00	June 1, 1949
Cape St. George, N.S.	Construction of a single dwelling and separate wooden tower	H. E. McDonald, D'Escoisse, N.S.		12,056 21	March 16, 1949
Chesbuto Head, N.S.	Construction of a single dwelling	LeBlanc Construction Co. Ltd., Halifax, N.S.		8,469 00	March 16, 1949
Jerseyman Island, N.S.	Construction of a new dwelling with light	H. E. McDonald, D'Escoisse, N.S.		11,957 00	March 3, 1949
Saint Paul's Island, N.S.	Construction of a light-house dwelling	R. G. McDougall, Sydney, N.S.		16,880 00	March 16, 1949
Dorval, P.Q.	Sealing of water points and drainage installation at airport	Dubuc Construction & Paving Ltd., Montreal, P.Q.		12,205 00	April 20, 1949
Warton, Ont.	Construction of a five car garage at airport	Melville Forbes, Lion's Head, Ont.		6,541 95	March 17, 1949
Port Weller, Ont.	Construction of a small concrete fog alarm building on pier	Ontario Construction Co. Ltd., St. Catharines, Ont.		4,990 00	March 23, 1949
Kitchener, Ont.	Additional development of Waterloo-Wellington Airport	Johnson Bros. Co. Ltd., Brantford, Ont.		197,577 50	April 19, 1949
Port William, Ont.	Concrete extension to runway and drainage at airport	Hacquoil's, Fort William, Ont.		92,590 45	April 19, 1949
Winnipeg, Man.	Additional development of airport	Commonwealth Construction Co. Ltd., Winnipeg, Man.		180,575 00	June 2, 1949

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation Enacted by the Parliament of Canada and by the Alberta Legislature in 1949

Both the Parliament of Canada and the Alberta Legislature liberalized certain social security benefits.

Dominion

The Parliament of Canada, which met on January 26, 1949, and prorogued on April 30, amended the Family Allowances Act and the Old Age Pensions Act.

Emergency Powers

The Continuation of Transitional Measures Act, 1947, was amended to put forward the date of expiry of the Act to the sixtieth day after Parliament first meets in 1950, or March 31, 1950, whichever is the earlier. While the Act is in force, the Governor in Council may order that the Act continue in operation for a further period not exceeding one year. Continuance of price ceilings in effect March 25, 1949, rental control, steel, timber and priorities control is made possible by the amendment.

Family Allowances

The Family Allowances Act, 1944, was amended in two respects. The provision which reduced the amount of monthly allowance to the fifth and subsequent children in a family of more than four was repealed. Irrespective of the size of the family, a child less than six years old now gets an allowance of \$5 a month; six years or more but less than ten, \$6; ten years or more but less than thirteen, \$7; thirteen years or more but less than sixteen, \$8. The other change authorizes payment of the allowance to an immigrant child who has been a resident of Canada for one year, instead of for three years, as previously. Both changes came into effect on April 1.

Old Age Pensions

An amendment to the Old Age Pensions Act, in force from May 1, increased from \$30 to \$40 the basic monthly pension to which the Dominion Government contributes 75 per cent of the cost. The Province pays the remaining 25 per cent, together with administrative costs.

Oil and Gas Pipe Lines

The Pipe Lines Act, given Royal Assent on April 30, provides for the control of interprovincial and international oil and gas pipe lines. This Act requires a company to obtain leave from the Board of Transport Commissioners to begin the construction of a company pipe line, and the plan must be approved by the Board. Permission of the Board is also required for selling, leasing or abandoning the operation of a company pipe line.

Bills not Passed

Three Bills to amend the Industrial Relations and Disputes Investigation Act were introduced but failed to pass. One Bill sought to provide for the revocable voluntary check-off of union dues by requiring an employer to grant this form of check-off upon request of a union certified as the bargaining agent. The second would have placed responsibility for enforcing the Act upon the Labour Relations Board. The third proposed to change the definition of "employee" to exclude, as at present, a manager or superintendent, but to include other persons who, in the opinion of the Board, exercise management functions or are employed in a confidential capacity in matters relating to labour relations.

Alberta

Little legislation of labour interest was passed by the Alberta Legislature during its session from February 17 to March 29. The special supplementary allowance paid by the Province to pension and mothers' allowance recipients was increased. A second session of the Legislature which met from July 4 to July 7 dealt solely with legislation to provide more effective control over the transport of oil and natural gas.

Mothers' Allowances

A new section added to the Mothers' Allowance Act provides for an additional

allowance of not more than \$10 a month to be paid to each woman who is receiving or entitled to a mother's allowance. The municipality, however, is not liable for any portion of the additional allowance which may now be granted.

Heretofore, under the Act, 25 per cent of the allowance has been borne by the municipality and the remainder paid from provincial funds. By a further amendment, the liability of the municipality is now reduced to 20 per cent.

Old Age Pensions

By an amendment to the Old Age Pensions (Supplementary Allowances) Act the supplementary allowance to old age or blind pensioners is raised from \$7 to \$10 a month.

The section of the Old Age Pensions Act which imposed on municipalities a liability to pay to the Provincial Treasurer 10 per cent of the cost of old age and blind pensions has been struck out. By the removal of this section, the Province will bear the full cost of old age and blind pensions.

Steam Boilers

The Boilers Act was amended to make the sections relating to pressure vessels applicable to liquefied petroleum gas containers.

Hospitalization

A new statute, the Public Welfare Assistance Act, empowers the Minister of Public Welfare to pay to each municipality, on application, a grant not exceeding 60 per cent of the amount paid by the municipality for the maintenance, including medical care and hospitalization, of each indigent person or ward of the Government who resides there. The municipality must pay to the Minister a proportionate share of all money recovered from indigents or wards of the Government or from their estates. The Lieutenant-Governor in Council may enter into agreements with the Governor-General in Council or with the Government of any province with respect to the provision of health and welfare services.

A new section was added to the Town and Village Act, to replace a section struck out in 1944, authorizing councils of towns and villages to pass by-laws fixing a minimum tax for hospital purposes. If a town or village council has entered into an agreement with an approved hospital and has levied a special tax for purposes of the agreement, it may, with the approval of the Minister of Public Welfare, by by-law,

fix a minimum hospital tax to be paid by any resident of the town or village who is assessed on the assessment and tax roll.

This tax may also be imposed, by by-law, with the approval of the Minister, on every employed person 21 years of age and over who has not been assessed on the assessment and tax roll and who has resided in the town or village for six months or more during any calendar year. However, where in any year a person has paid an equivalent tax to any other city, municipal district, improvement district, special area, town or village he shall not be liable to pay the tax imposed by the town or village where he resides.

If a council has levied the tax on all assessed persons but not on employed unassessed residents, it may, by by-law, provide that any unassessed resident may enter into a contract with the council for hospital purposes upon voluntary payment of the amount fixed by by-law.

Similar sections providing for a minimum tax for hospital services were added to the Improvement Districts Act and the Municipal District Act.

An amendment to the Calgary Charter empowers the city to formulate a hospitalization scheme, compulsory on all resident rate payers and non-ratepayers to provide general ward hospital services including bed, board, and nursing, at a cost to the patient of \$1 a day. The Council may levy and collect a mill rate tax on rate-payers and a tax on non-ratepayers over 21, sufficient to raise the money necessary to pay the balance of the cost of general ward hospital services provided to them and their dependants, over and above \$1 a day. Employers may be required to deduct the tax from an employee's pay and give it to the city.

Before such a scheme is put into effect, it must be approved by a two-thirds majority vote of all residents over 21, who have resided in Calgary for at least three months.

Miscellaneous

As a result of the division, on April 1, 1949, of the Department of Lands and Mines into two new departments, the Department of Lands and Forests and the Department of Mines and Minerals, the Minister responsible for the administration of the Coal Mines Regulation Act is now to be known as the Minister of Mines and Minerals. The title of the Chief Inspector and the Chief Inspector of Mines is changed throughout the Act to the Director of Mines.

An amendment to the Vehicles and Highway Traffic Act exempts from the necessity of having a chauffeur's licence farmers and their employees who drive or operate vehicles used principally for the transportation of the farmer's property. Also exempted are owner-operators of commercial vehicles.

An amendment to the Acts constituting the Edmonton Charter empowers the City Council to pass by-laws regulating the installation, maintenance or repair of gas piping, appliances, equipment and material for use in connection with natural, manufactured or artificial gas within the city. The Council may now also establish a Board to fix and prescribe safety standards as to design, type, quality or workmanship and nature of material for the gas piping, appliances and equipment used within the city.

Recent Regulations Under Provincial Legislation

In Manitoba, the 1949 fair wage schedule fixes higher rates for most construction workers. Rules were laid down to govern the procedure of the Labour Relations Board under the new Labour Relations Act of New Brunswick. Regulations have been issued fixing maximum mothers' allowances to be paid in Prince Edward Island.

Alberta Workmen's Compensation Act

Notice was given by the Workmen's Compensation Board, gazetted July 15, and effective from January 1, 1949, that "employment by towns and villages" which is an industry to which the Act applies does not include secretaries, treasurers, and secretary-treasurers of villages who are employed part-time.

British Columbia Health Act

Effective October 1, 1949, new regulations for the sanitary control of the shell-fish industry, were approved by the Lieutenant-Governor in Council on July 4 and gazetted July 7. The regulations lay down minimum standards of sanitation for the taking, storing, shucking, processing, packing, handling, transporting, shipping and selling of shell-fish.

Shippers of shell stock and operators of shucking and packing plants must obtain from the Deputy Minister of Health certificates of compliance with the regulations before they may begin operations.

An amendment to the Town and Village Act enables town and village councils by by-law to provide for a contributory super-annuation or pension plan to any town or village employee upon his retirement. Gratuities may be granted, at the discretion of the council, in addition to or in lieu of an annuity, to employees who have been in the service of the town or village for at least 15 (formerly 20) years and who are retiring through age or illness. The gratuity must not exceed the aggregate salary of the official for his last two years of service (formerly three years).

An amendment to the School Act sets June 30 as the deadline for applications to be sent to the Minister of Education requesting him to refer a dispute or disagreement which has arisen between a school board and its teachers with respect to termination or cancellation of a contract to a Board of Reference. The previous limit was July 10.

At the request of the Deputy Minister of Health or Medical Health Officer, any worker or applicant for employment as a shell-fish handler must be examined and questioned under the provisions of the Provincial Communicable Disease Regulations of British Columbia. A person known to be infected with or a carrier of a communicable disease or who has infected wounds on the exposed parts of his body must not be employed or permitted in a shucking and packing plant or allowed to handle shell-fish in any way. If the owner or manager suspects that a worker has contracted a communicable disease he must immediately notify the Medical Health Officer and exclude the employee from the workplace until action is taken.

Lockers or separate rooms must be provided for the storing of outer clothing. A clean apron or coat of washable or waterproof material, must be worn by all persons who handle shucked shell-fish. Finger cots, gloves, or shields for protecting the palm of the hand must be of clean, washable or waterproof material, bactericidally treated, and, when not in use, stored so that they

will not become contaminated. Clean rubber gloves must be worn or hands must be washed immediately before handling of shucked shell-fish which have received their final washing.

As regards working conditions, ample light to work by must be provided and where necessary, natural light must be supplemented by artificial light. Light intensity of not less than five foot-candles must be maintained on all working surfaces while the employees are at work. Working rooms must be heated when necessary, and ventilated so that the work may be done safely and efficiently without impairing health. All openings must be screened or other means provided to keep out flies. There must be clean and adequate toilet facilities, conveniently located, but not opening into any packing or shucking room, and an adequate number of wash basins with hot and cold running water located where their use by employees can readily be checked. A supply of soap and individual disposable towels must be maintained and signs must be posted in the toilet rooms directing the workers to wash their hands thoroughly. The common use of a towel is prohibited.

To ensure compliance with these regulations the management must appoint a supervisor.

Manitoba Fair Wage Act

The annual schedule of rates of wages and maximum hours prescribed for certain public and private construction works in Manitoba (Reg. 21/49) was gazetted on April 23 and will be in effect from May 1, 1949, to April 30, 1950.

"Public Work" applies to work under contract between the Minister of Public Works and an employer and includes construction, remodelling, demolition or the repairing or painting of buildings in Manitoba and to a highway, road, bridge or drainage construction work where the work is done outside the Greater Winnipeg Water District.

"Private Work", as defined in the Act, applies to the building, construction, remodelling, demolition or the repairing of any building or construction work in the Greater Winnipeg Water District, irre-

spective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the province to which the Act may be extended by the Lieutenant-Governor in Council provided that the total cost of such work exceeds \$100. Maintenance work done by a regular maintenance staff on any property under the immediate control of the owner, tenant or occupant is not included where the work is not undertaken with the intention of selling or renting the property.

A reduction in the maximum weekly hours from 44 to 40 is noted in this year's schedule in the Greater Winnipeg Water District Area for shinglers and terrazzo layers.

In other areas the weekly maximum hours have been reduced from 48 to 44 for bricklayers, bridge and structural steel and iron workers, carpenters and millwrights, marble setters, plasterers, shinglers, stonemasons and tile setters of clay product tile and vitrolite glass.

The minimum hourly rates have been raised by from 5 to 20 cents for all classes except lathers other than metal, watchmen, and watchmen and flagmen on public roads and bridge works. The rates for these classes are unchanged. The increase in most cases is 5 cents an hour. Rates have been set for the first time for helpers to journeymen in the plumbing and pipe-fitting industry.

The provision that time worked in excess of the hours listed in the schedule must be paid for at the rate of time and one-half and ordinary work on Sundays at double time remains unchanged.

A 1948 amendment to the Vacations with Pay Act provided for a stamp system of holiday pay credits of two per cent of wages for seasonal construction workers in Greater Winnipeg (L.G., 1948, p. 1431). Firms using the stamp system and closing down for a "vacation week", under an arrangement between the Winnipeg Builders' Exchange and the Building Trades Council covering the week July 25-30, are not obliged to give the notices to employees and to the Manitoba Labour Board required by the Act before a plant shut-down.

The schedule follows:—

FAIR WAGE SCHEDULE

The following schedule shall apply from and after May 1, A.D. 1949, on "Private Work" and on "Public Works", as described herein:

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles		B—Other than Area Described in "A" (Applies to private work when population exceeds 2,000).	
	Basic Wage Rate Minimum per hour	Hours, Maximum per week	Basic Wage Rate Minimum per hour	Hours, Maximum per week
1. Asbestos Workers—				
(a) Journeymen.....	1.25	40	1.25	48
(b) 1st Class Improvers.....	1.05	40	1.05	48
(c) 2nd Class Improvers.....	.85	40	.85	48
2. Bricklayers.....	1.60	40	1.45	44
Subject to existing agreement between the Builders' Exchange and the Bricklayers' Union.				
3. Bridge and Structural Steel and Iron Workers.	1.30	44	1.30	44
4. Carpenters and Millwrights.....	1.40	40	1.25	44
Subject to existing agreement between the Builders' Exchange and Carpenters' Union, Local 343.				
5. Cement Finishers (in warehouse or large floor area jobs).....	.95	48	.90	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.40	40	1.25	48
7. Elevator Constructors (passenger and freight)...	1.46	40	1.46	44
8. Building Labourers—				
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar and electrical installations and equipment.....	.90	48	.85	48
(b) General Building Labourers.....	.75	48	.70	48
9. Lathers—				
(a) Metal.....	1.35	44	1.25	48
(b) Other than Metal.....	1.00	44	1.00	48
10. Linoleum Floor Layers.....	.75	48	.70	48
11. Marble Setters.....	1.50	40	1.35	44
12. Mastic Floor Kettlemen.....	.75	48	.75	48
13. Mastic Floor Rubbers and Finishers.....	.85	48	.85	48
14. Mastic Floor Spreaders and Layers.....	1.05	48	1.05	48
15. Operating Engineers and Firemen on Construction—				
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clam shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....				
	1.30	48	1.10	48
Class B: Engineers in charge of hoisting engines having only two drums or of single drum, used in handling building material, or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....				
	1.25	48	1.05	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work, or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....				
	1.15	48	1.00	48
Class D: Men firing boilers of machines classified in "A", "B" or "C" hereof or assisting engineers in charge of same.....				
	.90	48	.80	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....				
	.90	48	.80	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A", "B" or "C" hereof, of a type usually operated by skilled labourers.....				
	.80	48	.70	48

FAIR WAGE SCHEDULE—Con.

Occupation	A—Greater Winnipeg Water District Area for Private Work, and for Gov't Work, Winnipeg and Radius of 30 Miles		B—Other than Area Described in "A" (Applies to private work when population exceeds 2,000).	
	Basic Wage Rate Minimum per hour	Hours, Maximum per week	Basic Wage Rate Minimum per hour	Hours, Maximum per week
16. Painters, Decorators, Paperhangers and Glaziers.....	1.20	40	1.15	48
Swing Stage and Spray Painters.....	1.25	40	1.20	48
17. Plasterers.....	1.60	40	1.45	44
18. Journeymen of the Plumbing and Pipefitting industry.....	1.55	40	1.30	44
Helpers.....	.95	40	.85	44
19. Roofers—				
(a) Mop Handlers.....	.85	48	.80	48
20. Sewer Construction Work—				
(a) Caisson Workers.....	.95	48	.90	48
(b) Labourers.....	.75	48	.70	48
(c) Pipe Layers.....	.90	48	.85	48
(d) Tunnellers.....	.90	48	.85	48
21. Sheet Metal Workers.....	1.10	44	1.05	48
22. Shinglers.....	1.10	40	1.00	44
23. Stonecutters.....	1.42½	44	1.32½	48
24. Stonemasons.....	1.60	40	1.45	44
25. Terrazzo Workers—				
(a) Layers.....	1.20	40	1.20	48
(b) Machine Rubbers (Dry).....	.90	48	.85	48
(c) Machine Rubbers (Wet).....	.80	48	.75	48
26. Tile Setters (including all clay product tile and vitrolite glass).....	1.50	40	1.35	44
27. Tile Setters (asphalt and other composition tile).....	1.05	40	.90	48
28. Timber and Crib Men working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	.95	48	.95	48
29. Truck Drivers (while in charge of truck on construction work only).....	.85	48	.80	48
30. Watchmen.....	.60			

All residents of Greater Winnipeg hired to work in the country on building shall be paid the Zone A rate except where other definite arrangements are made.

PUBLIC ROADS AND BRIDGE WORKS

The following schedule shall apply from and after May 1, 1949, on Public Works outside of the Greater Winnipeg Water District Area in all parts of Manitoba for highway, road, bridge or drainage construction work where a contract has been entered into by the Honourable Minister of Public Works:

Occupation	Basic Wage Rate Minimum Per hour	Hours Maximum Per week
Aggregate Batch Man.....	.75	48
Asphaltic Oil Distributor Drivers.....	.80	48
Blade Grader (12 H.P. and over) Operator.....	.80	48
Concrete Finisher.....	.75	48
Concrete Paver Operator.....	1.00	48
Dragline, Shovel and Crane Operator.....	1.10	48
Elevator Grader Operator.....	.80	48
Engineer, Stationary Boiler.....	.90	48
Labourers.....	.70	48
Motor Patrol Operator.....	.80	48
Roller Operator, 6 ton and over, steel wheels.....	.85	48
Scraper and Bull Dozer Operator.....	.95	48
Spreader and Finishing Machine Operator.....	.75	48
Teamsters.....	.65	48
Teamsters and Two Horse Teams.....	.90	48
Teamsters and Four Horse Teams.....	1.15	48
Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	.85	48
Tractor Operator, 50 h.p. drawbar or over.....	.80	48
Tractor Operator, under 50 h.p. drawbar.....	.70	48
Truck Drivers.....	.75	48
Watchman and Flagman.....	.60	

Manitoba Special Assistance To Old Age And Blind Pensioners Act

Regulations (19/49) have been issued under an Act, in force from March 1, 1949, to provide special assistance to municipalities for old age and blind pensioners (L.G., Aug., p. 000). The Act provides for special payments to pensioners, in addition to their regular pension, the amount in each case to be determined by the amount of outside income over and above the pension. Specifically, the special assistance to be paid is to equal one-half the amount by which \$480 exceeds the sum of the pension and other income. In the case of an unmarried person, "other income" means his income, apart from his pension, as that income is calculated under the Old Age Pensions Act (Canada). The regulations stipulate that unmarried person includes a widow, widower, divorced person or a married person who, in the opinion of the Board, is living apart from his spouse.

A pensioner may receive special assistance during temporary absence from the Province for a period up to but not more than 30 days. Special assistance must not be paid for any period during which payment of pension is suspended.

Where payment of special assistance has been made in error, the Old Age and Blind Persons' Pensions Board must withhold further payment until the amount withheld is equal to the amount paid to which the pensioner was not entitled.

In the event of the death of the pensioner, the special assistance payable for the part of the month up to and including the date of death may be paid on behalf of the estate of the deceased to such person as the Board may direct.

If the pensioner becomes incapacitated or the Board considers that he is using or is likely to use his special assistance for a purpose other than his own benefit, the Board may pay the whole or any part of the special assistance to a trustee appointed by the Board who may be required to give an account to the Board of the money handled by him on behalf of the pensioner.

The Board must keep records of receipts and expenditures and do whatever is necessary for the proper operation of the scheme.

New Brunswick Labour Relations Act

A new Labour Relations Act was passed by the New Brunswick Legislature in 1949 and became effective on July 1. Rules to govern the procedure of the Labour Relations Board were approved by an Order in

Council made on July 8, gazetted July 20. Similar to the Rules of Procedure of the Canada Labour Relations Board (L.G., Jan., 1949, p. 57), the New Brunswick rules relate to those matters which fall within the administrative jurisdiction of the Board, including applications for the granting of certification as bargaining agent, applications for the prescription of provisions for the final settlement of differences concerning the meaning or violation of collective agreements, complaints alleging failure to bargain collectively which may be referred to the Board by the Minister, and applications to the Board for consent to prosecute parties alleged to have committed offences under the Act.

Ontario Workmen's Compensation Act

The regulations under the above Act which provided for the establishment of the Workmen's Compensation Board Superannuation Plan (L.G., 1947, p. 1025) were amended by O. Reg. 121/49, made on June 20, gazetted July 16, with reference to Board contributions to the pension fund and to certain alternative forms of pension which a member may elect to take instead of the pension otherwise payable under the Plan.

Prince Edward Island Mothers' Allowances Act

General regulations have been made under the new Mothers' Allowances Act of Prince Edward Island by an Order in Council of June 17, gazetted July 2.

The Mothers' Allowances Act, 1949, provides for the payment of an allowance to a mother who has in her care one or more children under 16 years of age and who is a widow, or the wife of a man who is totally and permanently disabled or a patient in a Provincial hospital or who has deserted her at least two years prior to her application for an allowance. An allowance may also be paid to a foster mother caring for one or more children if either or both parents are dead, disabled or in a Provincial hospital.

The regulations provide for a maximum allowance of \$25 a month for a mother and one child and \$5 a month for each additional child with a total family maximum of \$50 a month. The allowances are to be paid monthly by cheque between the 25th and the last day of the month.

An allowance will not be paid to a mother who owns real estate in the Province exceeding the value of \$2,000 or personal property other than household furnishings, cash or

liquid securities worth more than \$1,000, or who has cash or liquid securities in excess of \$1,000. Further, allowances will not be paid to a mother who is entitled to compensation as a widow under the Workmen's Compensation Act or who is entitled to a pension under the Pension Acts of Canada either for herself or for her dependent children.

The form of application for an allowance is prescribed in the regulations. The birth certificate of each child on whose behalf application is made together with the death certificate of the parent or parents, where applicable, must accompany each application.

Investigators who are appointed under Section 5 of the Act must secure information required by the Director respecting applicants, confer with and advise mothers receiving allowances and make any reports which may be necessary.

Saskatchewan Health Services Act

By an Order in Council (O.C. 1230/49) made on June 28, gazetted July 8, persons who, at the beginning of a calendar year are included in a class of persons designated by the Lieutenant-Governor in Council as being persons for whom the Minister of Public Health may pay part, or the whole of the cost of providing health

services, will be exempt from the personal tax levied in the health region, municipality or local improvement district in which they are residing, and also from the benefits of the Act. The Health Services Planning Commission, however, is empowered to enter into agreements with Regional Boards for the provision of certain health services to such class of persons. Those who are excluded during the calendar year may be required to pay a *pro rata* tax for the balance of the year.

Saskatchewan Teachers' Salary Negotiation Act

Regulations under the Teachers' Salary Negotiation Act, 1949, were made by an Order in Council (O.C. 1117/49) on June 7, gazetted June 30. These lay down further details of procedure and prescribe the forms to be used in the administration of the Act which provides for collective bargaining between teachers and boards of school trustees.

Where a board and a group of teachers have failed to agree on a salary schedule the Board of Conciliation to which the dispute is referred must in its award set out a salary schedule for each class of teachers employed by the board.

Other provisions deal with the remuneration of Conciliation Boards, hearings and the publication of their reports.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had not shown just cause for having voluntarily left her employment within the meaning of the Act.—CU-B. 393 (September 22, 1948.)

MATERIAL FACTS OF CASE:

The claimant, married, 51 years of age, was employed as a hotel chambermaid in a small town (population 571) in Western Canada from August 16, 1946 to April 30, 1948, on which latter date she voluntarily left because "(she) wanted Sundays off and (her employer) wouldn't make other

arrangements". Her hours of work were from 9.00 a.m. until noon every day except Sunday when she worked from 1.00 p.m. until 3.00 or 3.30 p.m.

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks under section 41 (1) of the Act, on the ground that she had voluntarily left her employment without just cause.

The Insurance Officer's decision was unanimously reversed by the Court of Referees, which was of the opinion that

the claimant had gone a sufficiently long time without the normal one day off each week usually available to an employed person and was entitled to leave her employment when this was denied her.

The Insurance Officer appealed to the Umpire.

DECISION:

According to her own statement, the claimant voluntarily left her employment. The question therefore to decide is whether she has shown just cause for having done so.

The only reason given by the claimant for having left her employment with the hotel was that she did not want to work on Sunday.

Sunday work, as stated by the Insurance Officer in his submission to me, is not unusual in many occupations and particularly in the occupation followed by the claimant. There is no indication "that her objection was because of religious scruples", and, according to the evidence, the terms of her employment did not contravene Provincial Labour Regulations. Finally, being employed on a part-time basis, her time was her own, if she chose, every afternoon from Monday through Friday and she had twenty-four hours period rest from Saturday noon to Sunday noon. It is to be noted that she worked for approximately two years under such conditions.

Since the claimant has restricted her availability for work to her home town which has a small population, she should have realized the difficulty she might experience in finding another position. Instead of leaving suitable employment and throwing herself on to the Unemployment Insurance Fund, she should have sought during her time off, the type of work she desired.

For these reasons and in accordance with the principles which have been laid down in previous decisions, the claimant has not shown just cause within the meaning of Section 41 (1) of the Act for having voluntarily left her employment. She is therefore disqualified for a period of six weeks as from the date that this decision is communicated to her.

Held that the claimant who ceased to be engaged in business on her own account did not come within the scope of Section 41 (1) of the Act which deals inter alia, with the question of voluntarily leaving employment.—CU-B. 443 (May 25, 1949.)

MATERIAL FACTS OF CASE:

The claimant, married, 40 years of age, owned and operated a retail candy store

in a large Ontario City from October 16, 1945 until about the middle of April, 1948. A few weeks later she filed a claim for benefit and subsequently made the following statement to the Local Office.

I received a very reasonable offer for the store and accepted same. The long hours (9 a.m. to 11 p.m.) 6 days a week were beginning to get me down so when I received the above offer I sold the store. A young couple bought it and did not need my help to run it after a couple of weeks. Store was sold 17 April, '48.

The Insurance Officer disqualified the claimant from the receipt of benefit for a period of six weeks under Section 41 (1) of the Act on the ground that the claimant had voluntarily left her employment without just cause which decision was unanimously upheld by a Court of Referees. The Chairman of the Court of Referees granted permission to the claimant to appeal to the Umpire on the following grounds:—

In order (that) it be decided whether voluntarily leaving self-employment comes within the scope of Section 41 (1) of the UIA.

DECISION:

I have carefully studied the question asked by the Chairman of the Court of Referees.

Without entering into the controversial point as to whether the term "employment", which is found in Section 41 (1) of the Act is broad enough to include self-employment, I do not consider that the Legislator ever intended that the matter of "just cause" should be raised in relation to the case of a person who voluntarily ceases to be engaged in business on his own account.

The choice of deciding whether or not one should give up a business in which one is self-employed is, in my opinion, a prerogative of the individual which should not be infringed upon.

It may be contended that an insured person, who relinquishes a business in which he became engaged on his own account after having voluntarily left employment as a wage-earner, does not come within the scope of the Act until he is restored to his former status of employee by again performing services as an employee for an employer. This contention is dissipated however by the fact that Section 28 (3) (c) of the Act gives to insured persons who were engaged in business on their own account during "any period" falling within the two years immediately preceding the commencement date of their benefit year and who cannot show, for those two years,

the 180 contributions required by the First Statutory Condition, the benefit of an extension of the said two years by such period of business engagement. Therefore, when the claimant in this case, after having ceased to be self-employed, registered for

employment and made herself available for work, she automatically restored herself to her former status of an employee.

For these reasons, the decision of the Court of Referees is reversed and the appeal of the claimant is allowed.

Unemployment Insurance Statistics June, 1949*

According to the monthly report prepared by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act, a total of 53,114 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission during June, 1949, compared with 63,692 in May and 39,644 in June, 1948. Since, however, 8,331 of the claims registered in June, 1949, 11,017 of those in May and 8,101 in June last year were revised claims (that is, reconsiderations of existing claims), initial and renewal claims, representing mainly new cases of recorded unemployment among insured persons, numbered 44,783 in June, 52,675 in May and 31,543 in June, 1948.

Ordinary claims on the live unemployment register at June 30, totalled 80,391 (55,945 male and 24,446 female) as against 95,832 (69,132 male and 26,700 female) at May 31, and 56,509 (36,917 male and 19,592 female) at June 30, 1948. At one point in time, these figures represent the number of insured persons who are known to have separated from their former employment and are on claim. At the same time there were 14,834 (10,907 male and 3,927 female) "other claims" on the live unemployment register at June 30, 1949, compared with 19,529 (15,874 male and 3,655 female) at May 31, and 5,111 (3,918 male and 1,193 female) at June 30 last year. "Other claims" are largely short-time claims, that is, those filed by insured persons who have been put on short time at their places of employment.

In Table E-6, claimants on the live unemployment register at June 30 are classified according to the number of days they have been continuously on the register since the most recent initial or renewal claim was filed. A few days of employment, sickness or non-availability that do not interfere with a claimant's regular reporting to the office, are not considered as breaking a continuous period on the register. Sundays and regular statutory holidays are not counted and an initial claim that immediately follows the termination of a claimant's immediately preceding benefit year is ignored.

* See Tables E-1 to E-7.

During June, 1949, 55,011 claims were disposed of at adjudicating centres, including 369 special requests not granted (that is, requests for dependency rate of benefit, antedating, extension of the two-year period and cancellation of a benefit year) and 929 claims referred to courts of referees and the umpire for further consideration. Of the remaining 53,713, in which the main consideration was entitlement to benefit, 42,080 were considered entitled to benefit and 11,633 not entitled to benefit.

Chief reasons as given by adjudicating officers for non-entitlement to benefit were: "insufficient contributions while in insurable employment" 3,804 cases, "voluntarily left employment without just cause" 3,018 cases, "refused an offer of work and neglected an opportunity to work" 1,581 cases, "not capable of and not available for work" 911 cases.

A total of 111,811 persons received one or more benefit payments during June, 1949, amounting to \$4,113,254 for 1,855,753 days of compensated unemployment compared with 150,747 persons paid \$5,511,135 for 2,474,080 compensated days in May and 75,767 persons paid \$2,599,716 for 1,350,735 compensated days during June, 1948. Thus the average duration of the unemployment compensated was 16.6 days in June, 1949, 16.4 days in May and 17.8 days in June last year. The average amount of benefit paid per beneficiary was \$36.79 in June, 1949, \$36.56 in May and \$34.31 in June, 1948. The average amount of benefit paid per compensated day of unemployment was \$2.22 in June, 1949, \$2.23 in May and \$1.92 in June last year.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending June 30, 1949 showed 3,233,935 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 165,344 since May 31, 1949.

As at June 30, 1949, 218,946 employers were registered representing an increase of 2,108 since May 31, 1949.

Amendment to Contribution Regulations

Order in Council P.C. 3291, dated July 6, 1949, confirmed an amendment made by the Unemployment Insurance Commission in the Contribution Regulations on June 3, 1949.

Under subsection (1) of Section 6 of the Contribution Regulations, employers of one or more insurable employees are required to maintain certain records including, among others, the name and address of all employees, the insurance number of insurable employees, the actual days on which work is done and the number of such days by pay periods, the gross remuneration payable to each employee by pay periods and deductions from such gross remuneration for the purpose of unemployment insurance contributions. These records are essential for the purpose of determining contributions payable in respect of insurable employees.

When an auditor encounters records which do not permit him to determine the contributions payable for any insurable employees, the records are said to be inadequate and under subsection (2) of

Section 6 of the above Regulations, the auditor may determine the amount of contributions payable on the basis of three per cent of the wages paid to those employees for whom the records are inadequate and where the records are also inadequate for the purpose of determining the wages paid, the auditor may estimate such wages.

Before the recent amendment, the subsection provided that contributions payable were to be calculated on the basis of three per cent of all insurable employees regardless of whether records were adequate for some of them. In practice it has been found that in most cases an employer's records are adequate for at least some of his employees. Accordingly, the revision provides that contributions payable in respect of insurable employees for whom records are adequate will henceforth be calculated in the usual way and contributions payable in respect of insurable employees for whom records are inadequate will be determined on the basis of three per cent of the total remuneration paid or payable to them alone.

WAGES, HOURS AND WORKING CONDITIONS IN THE ELECTRICAL PRODUCTS INDUSTRY, OCTOBER 1948*

Some 144 establishments, employing 43,700 workers, are covered in this analysis of the Electrical Products Industry. Collective agreements in writing were reported by 65 establishments, affecting 84 per cent of the wage-earners. The five-day week was reported by 123 of the establishments which employed 96 per cent of the workers. In almost every case, time and one-half was paid for overtime during the work week and on Sunday while double time and double time and one-half were more common for holiday work. Almost all the establishments reported giving a two-week paid vacation, usually after five years of service. Sixty-eight per cent of the workers were in establishments observing and paying for eight statutory holidays.

In analyzing the Electrical Products Industry, the material is divided into two parts, Electrical Machinery and Apparatus and Radio Sets and Parts.

The index numbers of wage rates shown below, based on 1939 rates, are calculated on rates in both the Electrical Machinery and Apparatus Industry and in Radio Sets and Parts.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	105.6	5.6
1941.....	123.2	16.7
1942.....	133.7	8.5
1943.....	149.2	11.6
1944.....	154.1	3.3
1945.....	156.8	1.8
1946.....	169.1	7.8
1947.....	195.5	15.6
1948.....	225.6	15.4

These industries showed considerable increases each year from 1939, except during 1944 and 1945 where little change was indicated. By 1948, rates had increased 125.6 per cent over comparable rates in 1939.

Electrical Machinery and Apparatus Industry

Included in this category are establishments manufacturing heavy electrical machinery and equipment; refrigerators, vacuums and other electrical household appliances; and miscellaneous electrical equipment.

*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report their straight-time wage or salary rates or the average straight-time earnings for workers on piecework for the last pay period preceding October 1, as well as certain working conditions within their establishments. In the tables on wage rates, the averages shown are for selected representative occupations in each industry. The predominant ranges of rates include approximately the middle 80 per cent of the workers in each occupation in order to exclude extremely high and low rates and at the same time to show the ranges which contain the rates for the majority of workers. The averages, however, include all the workers in the occupation.

Comparable 1948 information on the Pulp and Paper and Paper Box Industries appeared in the June Labour Gazette; on the Brewery and Tobacco Products Industries in the July issue; and on the Printing and Publishing Industries in the August issue.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

In analyzing this industry, returns from 120 establishments were used, with all but nine establishments located in Ontario and Quebec (Table I). There were 31,000 wage-earners and 7,600 office workers employed in these establishments during the survey

period. Working conditions dealt with here do not include information on office workers.

Although 70 of the 120 establishments employed less than 100 workers each, they included only ten per cent of the total number of workers. Five establishments, employing over 1,000 workers each accounted for 42 per cent of the total.

Collective Agreements.—Of the 120 establishments covered, 55 reported having collective agreements in writing, affecting 87 per cent of the total number of workers.

The most prominent unions were the United Electrical Radio and Machine Workers (CIO-CCL) and the United Steelworkers of America (CIO-CCL). There were 9,600 employees in 13 establishments which reported having agreements with associations of employees.

Wage Rates, Table II.—Average wage rates in the manufacture of Electrical Machinery and Apparatus in 1948 were 11 to 16 cents per hour higher than in 1947. In six of the occupations shown in the table the increase was 12 cents over 1947. The average rate for labourers rose by 9 cents per hour in Quebec and 11 cents in Ontario; the Canada averages for female assemblers and coil winders in this industry were 14 and 16 cents per hour higher respectively.

Standard Weekly Hours of Work, Table III.—Ninety-seven per cent of the workers were in the 102 establishments reporting a five-day week of 40 to 48 hours. Twenty-three of the establishments and 31 per cent of the workers were on a five-day, 40-hour week.

Most common hours throughout the industry were 40 and 45, with 60 per cent of the workers on either schedule.

Overtime Rates of Pay, Table IV.—Time and one-half was the rate reported paid for overtime worked during the week

in all but a few instances. This same rate applied in the majority of cases for Sunday work, although in 26 establishments a rate of double time was reported.

The 21 establishments reporting a rate of double time and one-half for work on observed statutory holidays employed 43 per cent of the wage-earners; another 38 per cent were in the 42 establishments giving double time.

Vacations with Pay, Table V.—All the establishments reported giving an initial vacation of at least one week with pay after one year or less of service and seven establishments reported an initial vacation of two weeks after one to four years of service.

One week was the maximum vacation in 26 establishments employing 1,600 wage-earners. The remainder gave a vacation of two weeks after one to ten years of service with the exception of one establishment requiring 25 years and 34 establishments reported giving an extra provision of three weeks after ten to 25 years of service.

Statutory Holidays, Table VI.—Holidays reported observed ranged from two to 15 and those paid for varied between one and 15. All establishments observed some holidays and all but 18 establishments employing 1,500 workers, reported paying for some or all of the holidays observed.

The most common number of holidays observed and paid for were eight with 35 establishments employing 68 per cent of the workers reporting this policy.

Shift Work, Table VII.—Nine per cent of the workers were reported on the second and third shift operations in 32 establishments. Wage differentials ranged between five and ten cents per hour with a few establishments reporting a ten per cent differential.

TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1948

—	Canada	Quebec	Ontario	Prairie* Provinces	British Columbia
Number of Establishments.....	120	28	83	4	5
Employees—					
Wage Earners:					
Male.....	23,525	5,768	17,448	104	205
Female.....	7,587	2,199	5,291	94	3
Total.....	31,112	7,967	22,739	198	208
Office Employees.....	7,607	2,627	4,884	42	54
Total.....	38,719	10,594	27,623	240	262

* Includes one establishment in Manitoba and three in Alberta.

**TABLE II.—AVERAGE WAGE RATES IN THE ELECTRICAL MACHINERY AND
APPARATUS INDUSTRY, OCTOBER, 1948**

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Assemblers, Male</i>		
Canada.....	1.09	.....
Quebec (Montreal only).....	1.04	.80—1.26
Ontario.....	1.10	.85—1.39
Toronto.....	1.04	.83—1.27
British Columbia.....	1.15	1.08—1.18
<i>Assemblers, Female</i>		
Canada.....	.84	.....
Quebec (Montreal only).....	.91	.70—1.21
Ontario.....	.84	.65—.98
Toronto.....	.87	.68—.98
<i>Buffers and Polishers</i>		
Canada.....	1.01	.....
Quebec (Montreal only).....	.92	.73—1.18
Ontario.....	1.05	.70—1.37
Toronto.....	1.10	.91—1.34
<i>Coil Winders, Male</i>		
Canada.....	1.11	.....
Quebec (Montreal only).....	1.02	.80—1.15
Ontario.....	1.13	.94—1.34
Toronto.....	1.11	.90—1.30
<i>Coil Winders, Female</i>		
Canada.....	.90	.....
Quebec (Montreal only).....	.97	.62—1.35
Ontario.....	.87	.73—1.05
Toronto.....	.87	.70—1.07
<i>Inspectors</i>		
Canada.....	1.09	.....
Quebec (Montreal only).....	1.04	.90—1.19
Ontario.....	1.12	.94—1.30
Toronto.....	1.13	.95—1.29
<i>Labourers</i>		
Canada.....	.86	.....
Quebec (Montreal only).....	.79	.65—.87
Ontario.....	.89	.80—.98
Toronto.....	.89	.80—.99
<i>Machine Operators</i>		
Canada.....	1.11	.....
Quebec (Montreal only).....	1.04	.77—1.30
Ontario.....	1.14	.90—1.38
Toronto.....	1.09	.85—1.33
<i>Machinists</i>		
Canada.....	1.16	.....
Quebec (Montreal only).....	1.09	.85—1.27
Ontario.....	1.18	.95—1.36
Toronto.....	1.16	.91—1.36
British Columbia.....	1.24	1.13—1.30
<i>Packers and Shippers</i>		
Canada.....	.98	.....
Quebec (Montreal only).....	.95	.80—1.06
Ontario.....	.99	.81—1.13
Toronto.....	.96	.77—1.09
British Columbia.....	.98	.96—1.08
<i>Platers</i>		
Canada.....	1.04	.....
Quebec (Montreal only).....	.99	.64—1.23
Ontario.....	1.05	.75—1.38
Toronto.....	1.02	.83—1.29
<i>Sheet Metal Workers</i>		
Canada.....	1.07	.....
Quebec (Montreal only).....	.93	.87—1.00
Ontario.....	1.08	.80—1.40
Toronto.....	1.13	.81—1.40
<i>Toolmakers</i>		
Canada.....	1.32	.....
Quebec (Montreal only).....	1.30	1.07—1.52
Ontario.....	1.33	1.10—1.53
Toronto.....	1.35	1.08—1.53
British Columbia.....	1.41	1.36—1.48

TABLE III.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1948

Standard Weekly Hours	Canada		Quebec		Ontario		Prairie Provinces		British Columbia	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>On a Five-Day Week</i>										
Over 40 and under 44.....	23	9,587	4	5,654	14	3,673	1	69	4	191
44.....	21	6,928	3	168	15	6,631	3	129		
45.....	14	3,626			14	3,626				
46.....	33	9,181	9	1,362	24	7,819				
47 and 47½.....	4	309	1	94	3	215				
48.....	7	441	2	242	5	199				
Total.....	102	30,072	19	7,520	75	22,163	4	198	4	191
<i>On a Six-Day Week</i>										
42½ and 43½.....	2	37	1	10	1	27				
44.....	6	203	2	147	3	39			1	17
46½ and 47.....	3	217	1	73	2	144				
48.....	7	583	5	217	2	366				
Total.....	18	1,040	9	447	8	576			1	17
<i>All Establishments</i>										
Over 40 and under 44.....	23	9,587	4	5,654	14	3,673	1	69	4	191
44.....	23	6,965	4	178	16	6,658	3	129		
45.....	20	3,829	2	147	17	3,665			1	17
46.....	33	9,181	9	1,362	24	7,819				
Over 45 and under 48.....	7	526	2	167	5	359				
48.....	14	1,024	7	459	7	565				
Total.....	120	31,112	28	7,967	83	22,739	4	198	5	208

TABLE IV.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1948

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday							
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
Total Establishments and Workers	69	18,173	69	18,173	51	12,939	120	31,112	120	31,112
<i>Time and One-Half ⁽¹⁾</i>										
Canada.....	51	17,109	49	17,231	51	12,939	63	25,606	32 ⁽²⁾	4,349
Quebec.....	15	1,482	14	1,476	12	6,442	10	6,078	6	417
Ontario.....	30	15,309	29	15,437	37	6,473	51	19,463	24	3,848
Prairie Provinces.....	2	125	2	125	1	9	2	65	1	69
British Columbia.....	4	193	4	193	1	15	.....	.....	1	15
<i>Double Time</i>										
Canada.....	.....	.....	.....	.....	.....	.....	26	3,035	42	11,784
Quebec.....	.....	.....	.....	.....	.....	.....	12	1,510	17	7,089
Ontario.....	.....	.....	.....	.....	.....	.....	8	1,248	20	4,493
Prairie Provinces.....	.....	.....	.....	.....	.....	.....	1	69	1	9
British Columbia.....	.....	.....	.....	.....	.....	.....	5	208	4	193
<i>Double Time and One-Half</i>										
Canada.....	.....	.....	.....	.....	.....	.....	.....	.....	21 ⁽³⁾	13,225
Quebec.....	.....	.....	.....	.....	.....	.....	.....	.....	1	266
Ontario.....	.....	.....	.....	.....	.....	.....	.....	.....	20	12,959
<i>No Premium Pay ⁽⁴⁾</i>										
Canada.....	18	1,064	20	942	.....	.....	31	2,471	25	1,754

⁽¹⁾ One establishment reported paying time and one-quarter for the first three hours and five establishments reported double time after the first three or four hours of overtime during the work week.

⁽²⁾ One establishment paid time and one-quarter for the first six hours of overtime.

⁽³⁾ One establishment reported paying double time for three of the eight holidays observed.

⁽⁴⁾ Includes establishments paying regular rates or reporting no overtime policy.

TABLE V.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1948

Length of Service Required	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>No Specified Time</i>										
Canada.....	4	284			1	32				
Quebec.....	1	81								
Ontario.....	3	203			1	32				
<i>Under One Year</i>										
Canada.....	6	5,401			2	497				
Quebec.....	1	4,479								
Ontario.....	5	922			2	497				
<i>One Year</i>										
Canada.....	103	24,520	5	789	23	1,076	4	104		
Quebec.....	24	3,362	2	45	6	305	2	45		
Ontario.....	70	20,752	3	744	15	692	2	59		
Prairie Provinces.....	4	198			1	64				
British Columbia.....	5	208			1	15				
<i>Two to Four Years</i>										
Canada.....			2	118			13	786		
Quebec.....							4	390		
Ontario.....			2	118			7	323		
Prairie Provinces.....			1				1	56		
British Columbia.....							1	17		
<i>Five Years (1)</i>										
Canada.....							36	4,749		
Quebec.....							6	742		
Ontario.....							27	3,790		
Prairie Provinces.....							1	69		
British Columbia.....							2	148		
<i>Ten Years (2)</i>										
Canada.....							6	557	2	445
Quebec.....							2	222		
Ontario.....							3	307	2	445
British Columbia.....							1	28		
<i>Fifteen to Twenty-Five Years (3)</i>										
Canada.....							1	25	32	22,841
Quebec.....									8	6,263
Ontario.....							1	25	23	16,569
Prairie Provinces.....									1	9
Total Establishments and Workers.....	113	30,205	7	907	26	1,605	60	6,221	34	23,286

(1) Includes one establishment with a service requirement of six years.

(2) Includes one establishment with a service requirement of nine years.

(3) Includes four establishments requiring 15 years; 12 establishments 20 years, seven establishments 21 years and ten establishments 25 years.

TABLE VI.—STATUTORY HOLIDAYS FOR WAGE EARNERS IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, 1948

	Number of Holidays Observed, by Establishments								Total	
	Days								Estab-lish-ments	Workers
	2	4	5	6	7	8	9 to 15			
Establishments Paying For:										
1 Holiday.....					2	3	1		6	251
2 Holidays.....					3	2	1		6	469
3 ".....					1	1			2	161
4 ".....			2		2	4			8	561
5 ".....				1		2			9	1,715
6 ".....					10	2			21	3,798
7 ".....						11	1		12	1,219
8 ".....							35	1	36	21,405
10 ".....								1	1	32
15 ".....								1	1	6
Total Establishments Paying For One or More Holidays.....		2	1	12	21	61		5	102	29,617
Total Establishments Not Paying For Holidays.....	1			1	6	9		1	18	1,495
Total Establishments Observing Holidays.....	1	2	1	13	27	70		6	120	31,112

Sick Leave with Pay.—Provision for paid sick leave was reported by 43 of the 120 establishments which employed 58 per cent of the total wage-earners. In 33 establishments, employing 55 per cent of the workers, group insurance or mutual benefit schemes were in effect and the remaining

ten establishments reported varying conditions covering sick leave with pay such as limited, dependent on length of service or at management's discretion, in special cases or to old employees, a certain number of days per year or half pay for so many days, or after a stipulated length of service.

Radio Sets and Parts Industry

In analyzing working conditions in this industry, returns from 20 establishments in Ontario and four in Quebec were used. The distribution of employees in these establishments were as follows:—

—	Quebec	Ontario
Wage-Earners:		
Male.....	702	1,295
Female.....	350	1,246
Total.....	1,052	2,541
Office Employees.....	638	767
Total Employees..	1,690	3,308

The information in this article pertains to wage-earners only.

Thirteen of the establishments, employing 15 per cent of the wage-earners, had less than 100 workers each and 42 per cent of the wage-earners covered were in three establishments employing more than 400 workers each.

Ten of the establishments reported 44 per cent of the total number of workers covered by collective agreements in writing. In six of these establishments the workers were covered by agreements with employees' associations. The only union reported was the United Electrical, Radio and Machine Workers of America (CIO-CCL).

Wage Rates, Table VIII.—In this industry average wage rates in 1948 were, for most occupations, 10 to 15 cents per hour higher than the 1947 levels. A large proportion of the assemblers are women and

TABLE VII.—SHIFT WORK IN THE ELECTRICAL MACHINERY AND APPARATUS INDUSTRY, SHOWING WAGE RATE DIFFERENTIALS, 1948

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Workers on Shift Work
	2nd Shift Workers	2nd Shift Workers	3rd Shift Workers	
Total Number of Plant Workers.....	1,254	542	992	2,788
<i>No Differential</i>				
Canada.....	51	4	4	59
Quebec.....	16			16
Ontario.....	35	4	4	43
<i>Five Cents Per Hour</i>				
Canada.....	343	444	59	846
Ontario.....	322	444	59	825
Prairie Provinces.....	14			14
British Columbia.....	7			7
<i>Six Cents Per Hour</i>				
Canada (Ontario Only).....	633	90		723
<i>Seven Cents Per Hour</i>				
Canada (Ontario Only).....	55		833	888
<i>Eight and Ten Cents Per Hour</i>				
Canada (Ontario Only).....	32		92	124
<i>Ten Per Cent</i>				
Canada.....	140	4	4	148
Quebec.....	45			45
Ontario.....	95	4	4	103

their wage increases over 1947 amounted to seven cents per hour in Quebec and 11 cents in Ontario.

Standard Weekly Hours of Work, Table IX.—Weekly hours ranged between 40 and 46½ with 94 per cent of the workers located in 21 of the 24 establishments on a five-day week. Twenty-four per cent of the workers were on a five-day, 40-hour week and another 36 per cent worked five days and 45 hours per week.

Overtime Rates of Pay, Table X.—Time and one-half was the only reported rate providing premium pay for overtime worked during the week. Double time was most common for work on Sundays, although time and one-half was also fairly common.

More than half the establishments employing nearly two-thirds of the wage-earners, reported paying double time for overtime on holidays and two establishments reported a rate of double time and one-half for holiday work.

Vacations with Pay, Table XI.—All the establishments reported giving an initial vacation of at least one week after no more than one year of service.

The maximum vacation was one week in only three establishments and in the remainder, a vacation of two weeks was reported after a service of up to five years. Seven establishments, employing 53 per cent of the workers, also gave three weeks after 15 to 25 years of service.

TABLE VIII.—AVERAGE WAGE RATES IN THE RADIO SETS AND PARTS INDUSTRY, OCTOBER, 1948

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Assemblers, Male</i>		
Canada.....	.92	.....
Quebec (Montreal only).....	.88	.70—1.08
Ontario.....	.94	.75—1.31
Toronto.....	.96	.83—1.31
<i>Assemblers, Female</i>		
Canada.....	.77	.....
Quebec (Montreal only).....	.81	.57—1.03
Ontario.....	.76	.60— .94
Toronto.....	.83	.67— .94
<i>Inspectors, Male</i>		
Canada.....	.99	.....
Quebec (Montreal only).....	1.02	.85—1.18
Ontario.....	.96	.83—1.10
Toronto.....	.97	.83—1.10
<i>Inspectors, Female</i>		
Canada.....	.82	.....
Quebec (Montreal only).....	.87	.83— .93
Ontario.....	.80	.62— .93
Toronto.....	.87	.75— .93
<i>Machinists</i>		
Canada.....	1.22	.....
Quebec (Montreal only).....	1.26	1.13—1.38
Ontario.....	1.18	.90—1.41
Toronto.....	1.26	1.15—1.41
<i>Shippers and Packers</i>		
Canada.....	.97	.....
Quebec (Montreal only).....	.97	.88—1.05
Ontario.....	.98	.83—1.15
Toronto.....	.99	.83—1.17
<i>Testers</i>		
Canada.....	1.07	.....
Quebec (Montreal only).....	1.10	.89—1.28
Ontario.....	1.05	.83—1.29
Toronto.....	1.14	.94—1.55
<i>Toolmakers</i>		
Canada.....	1.42	.....
Quebec (Montreal only).....	1.55	1.40—1.63
Ontario (Toronto only).....	1.35	1.16—1.58

Statutory Holidays, Table XII.—All the establishments reported observing between six and 11 statutory holidays and 20 of the 24 establishments paid for four to eight of those observed. In 11 cases, covering 63 per cent of the workers, eight holidays were reported both observed and paid for.

Sick Leave with Pay.—Six of the establishments employing 20 per cent of the workers, reported either group insurance or mutual benefit plans in effect for their wage-earners or, in one case, reported giving sick

leave with pay to those over 50 years of age who have been in the company's employ five years.

Shift Work.—Shift work was negligible in this industry during the 1948 survey period. A total of 41 workers in three establishments were reported on second or third shift, 20 workers on second shift receiving a wage differential of six cents per hour and four on third shift getting an eight-cent differential.

TABLE IX.—STANDARD WEEKLY HOURS OF WORK FOR WAGE EARNERS IN THE RADIO SETS AND PARTS INDUSTRY, 1948

Standard Weekly Hours	Canada		Quebec		Ontario	
	Establishments	Workers	Establishments	Workers	Establishments	Workers
<i>On a Five-Day Week</i>						
Over 40.....	8	875	1	328	7	547
40 and under 44.....	4	558	.....	.....	4	558
44.....	3	654	.....	.....	3	654
45.....	6	1,297	2	702	4	595
Total.....	21	3,384	3	1,030	18	2,354
<i>On a Six-Day Week</i>						
44.....	2	187	.....	.....	2	187
46½.....	1	22	1	22	.....	.....
Total.....	3	209	1	22	2	187

TABLE X.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE RADIO SETS AND PARTS INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Mon. to Sat.							
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
Total Establishments and Workers.....	17	3,241	7	352	24	3,593	24	3,593
<i>Time and One-Half</i>								
Canada.....	14	2,992	7	352	6	1,030	8	694
Quebec.....	2	963	1	22	.....	.....	.....	.....
Ontario.....	12	2,029	6	330	6	1,030	8	694
<i>Double Time</i>								
Canada.....	.....	.....	.....	.....	11	1,945	13 ⁽¹⁾	2,343
Quebec.....	.....	.....	.....	.....	4	1,052	4	1,052
Ontario.....	.....	.....	.....	.....	7	893	9	1,291
<i>Double Time and One-Half</i>								
Canada (Ontario only).....	.....	.....	.....	.....	.....	.....	2	537
<i>No Premium Pay ⁽²⁾</i>								
Canada.....	3	249	.....	.....	7	618	1	19

(1) One establishment reported observing 11 holidays and paying for six, while two others observed six and eight holidays, paying for four in each case. Overtime rates were double time in all cases where observed holidays were paid for and in those where no payment was made, the overtime rate was time and one-half in one case and regular in the others.

(2) Includes establishments paying regular rates or having no overtime policy.

TABLE XI.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE RADIO SETS AND PARTS INDUSTRY, 1948

Length of Service Required	Initial Vacation		Maximum Vacation					
	One Week		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>No Specified Time</i>								
Canada (Ontario only).....	3 ⁽¹⁾	109			1	23		
<i>One Year</i>								
Canada.....	21 ⁽²⁾	3,484	3 ⁽³⁾	104	2	355		
Quebec.....	4	1,052	2	89				
Ontario.....	17	2,432	1	15	2	355		
<i>Five Years ⁽⁴⁾</i>								
Canada.....					11	1,201		
Quebec.....					1	328		
Ontario.....					10	873		
<i>Fifteen to Twenty-five Years ⁽⁵⁾</i>								
Canada.....							7	1,910
Quebec.....							1	635
Ontario.....							6	1,275
Total Establishments and Workers.....	24	3,593	3	104	14	1,579	7	1,910

(1) One establishment reported a vacation of two weeks after no specified service.
(2) Two of these establishments required a service of six and ten months.
(3) One establishment required a service of ten months.
(4) Includes two establishments requiring three years of service.
(5) Three of these establishments required 15 years; two, 20 years; and two, 25 years of service.

TABLE XII.—STATUTORY HOLIDAYS FOR WAGE EARNERS IN THE RADIO SETS AND PARTS INDUSTRY, 1948

	Number of Holidays Observed by Establishments				Total	
	Days				Establishments	Workers
	6	7	8	11		
Establishments Paying For:						
4 Holidays.....	1		2		3	369
6 “.....	2		2	1	5	493
7 “.....		1			1	19
8 “.....			11		11	2,279
Total Establishments Paying For Four or More Holidays.....	3	1	15	1	20	3,160
Total Establishments Not Paying For Holidays.....		3	1		4	433
Total Establishments Observing Holidays.....	3	4	16	1	24	3,593

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

During July, employment moved closer to its annual peak with most seasonal industries now fully active. Although the untrained worker faced stiffer competition than last year in the search for jobs, the employment situation as a whole was very favourable. Employment in construction, mining, and the service industries was now at record heights. Re-adjustments of production and employment to declining export markets may cause increased dislocation in months to come, but as yet no serious unemployment had developed.

Employment during July continued to benefit from the seasonal expansion which usually reaches its full strength late in August or September. Except in agriculture and food processing, seasonal operations were now in full swing, with most industries employing their full complement of workers. Jobs were plentiful for skilled workers and labour shortages had developed in some cases, but unskilled or otherwise handicapped workers now had to meet more exacting standards from employers and their absorption into employment was somewhat slower. Sustained by heavy housebuilding and government projects, a fairly even balance between workers and jobs was reported in the construction industry. Mining was very active, and shortages of help were eased by importation of some 300 Displaced Persons during July. An exceptionally good tourist trade was reported in all parts of the country, buoying employment in trade and the services, but taxing heavily the already limited supply of hotel and restaurant workers. Labour turnover, now returned to normal proportions in most industries, again was a problem among these workers.

While seasonal operations were presently sustaining employment and production at record levels, there were signs that some readjustments may be necessary when the active summer months have passed. Weaknesses in the export market have grown in recent months, but the effects to date have been relatively limited, with those laid off usually absorbed by active industries. With many foreign countries further restricting their purchases from "dollar" countries, additional cut-backs in production and employment may be necessary in such industries as logging, fishing, and the manufacture of heavy producers goods; and these may occur with the usual seasonal lay-offs of workers.

The level of retail trade has so far remained high during 1949, an indication of the strength of the domestic market. During the first five months of the year, the cumulative value of retail sales was \$2,870 million, as compared with \$2,671 million in the same period of 1948, an increase of 7.4 per cent. While price increases accounted for much of this rise, the retail price index for May, 1949, being 5.1 per cent above the comparative 1948 figure, the unit volume of goods sold in Canadian stores was nevertheless still rising.

Industrial Analysis

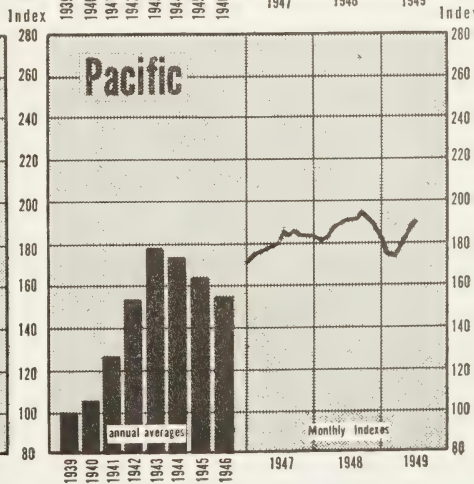
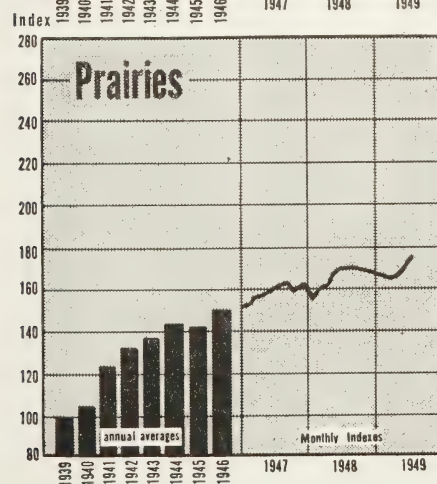
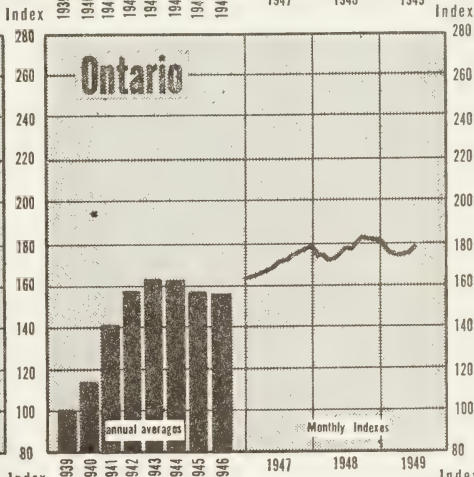
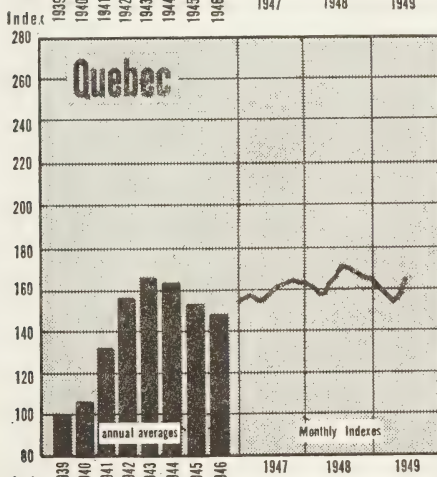
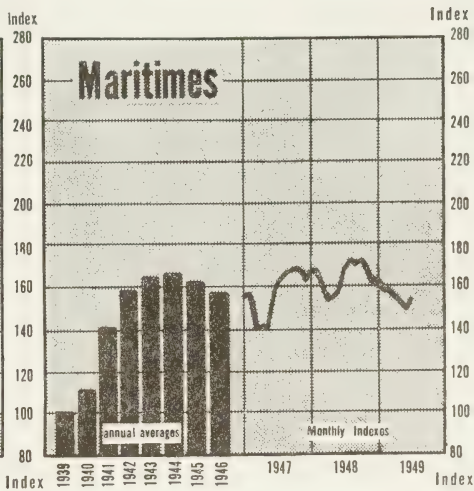
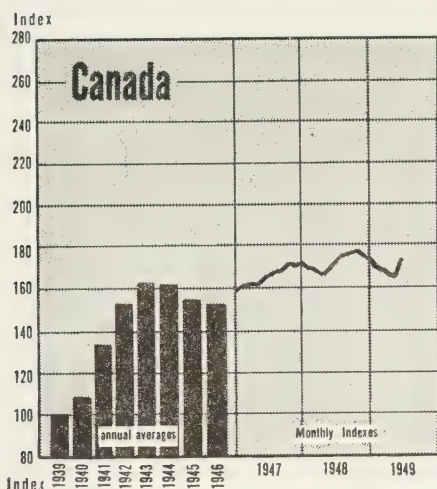
Labour needs in **agriculture** were being met satisfactorily up to the end of July. In Ontario and Quebec, where unfavourable weather conditions resulted in a light hay crop, a good supply of local labour, supplemented by about 1,200 men from the Maritimes and Prairies, provided sufficient workers for the harvest. Fewer Displaced Persons were now being requested. In the fruit belt in Ontario, some shortage of labour was anticipated with the early ripening of the good fruit crop, as demand for pickers will now occur at the same time as that for tobacco harvesters.

In the Prairie region, it was generally anticipated that the demand for farm labour would reach about the same proportions as last year. Hot and dry weather had meant an early ripening of the grain crop and the harvest would be well under way by the third week in August. Better than average yields were expected in Manitoba, northern Saskatchewan, southwestern Alberta, and the Peace River District. Elsewhere, the crops were fair to very poor. In all, it was anticipated that about 1,000 men would be needed from eastern Canada for the whole Prairie harvest; already farm workers in the East were registering for the western movement.

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939=100

Seasonally Adjusted



In the Maritimes, an unusually heavy apple crop will require about 1,000 men in September and October from outside the Annapolis Valley. An ample supply of labour was available to harvest the potato crop in Prince Edward Island and New Brunswick. The yearly movement of potato pickers from New Brunswick to Maine was expected to continue this year, but requirements would be lower than in 1948.

In the *manufacturing* industries, the British exchange crisis had resulted more in uncertainty about the future than in any serious reduction in employment. It was those industries such as the consumer durable goods, which export chiefly to South America and the British Empire, which were feeling directly the effect of decline in markets in those countries. In a few cases this had resulted in lay-offs. A short work-week and below capacity operation was beginning to appear in some pulp and paper mills in Ontario and Quebec, as supplies of newsprint began to catch up with demand.

The domestic market for most manufacturing industries was generally good, and employment showed sign of stabilizing at a high level. The lay-offs which had occurred generally affected only a small number of workers, and were usually of short duration. Shipment and sales of new motor vehicles reached a post-war peak in the first six months of this year, and the immediate outlook was for continued high levels of employment. In Nova Scotia, the reduction in the work-week in the steel industry had resulted in the hiring of 150 new men, and operations were at capacity level. Even in those manufacturing industries which produced largely for the domestic market, however, there was a degree of uncertainty about the future effect of the world trade crisis on the Canadian economy.

The *construction* industry continued to maintain a high level of activity. The value of contracts awarded in the first six months of this year indicated an increase of about \$5 million over the same period in 1948. When allowance was made for prices, the physical volume of construction in the two periods would be about the same. Construction of public buildings, new power plants, and the road building programs of provincial governments continued to offset the decline in residential building noticeable in some areas. In July, employment in the industry was beginning to reach its seasonal peak and shortages of labour were already apparent, particularly in Quebec and the Prairies.

It was evident that the shortage was almost entirely confined to skilled trades-

men, and it seldom reached acute proportions. In some parts of the Prairie region, however, where the building program for industrial and commercial structures exceeded expectations, the shortage of skilled labour threatened to become a bottleneck. In the Maritimes, fully qualified men had no trouble finding jobs although no real scarcity of workers was evident. In the Pacific region, the chief difficulty was in finding skilled men who were willing to accept employment in out-of-town areas. For the semi-skilled and particularly the unskilled worker, the situation was rather different. The Maritimes reported a definite surplus of labour in all areas, and even in Ontario and Quebec, where the general employment situation was good, unskilled men were readily available. The Prairies was the only region anticipating a shortage of construction labourers.

In the *transportation* industries, port activity in Eastern Canada was beginning to revive. During July, ocean-going traffic on the St. Lawrence had been adversely affected by the tie-up of Canadian ships in London where dockers left work out of sympathy with the striking Canadian Seamen's Union. Activity in Saint John, N.B., however, had increased over the previous month. The general shipping picture on the west coast was not favourable, even though it has been free from labour disputes. A considerable number of Canadian seamen lost their jobs when various locally-owned vessels were sold to foreign buyers. Some seamen were already seeking work in other industries.

In most areas, railway and bus lines were being kept busy with the summer peak in the tourist trade. Railway car loadings for the week ending July 30, however, were down 3.3 per cent over last year. Extra gangs had been employed by the railroads on maintenance of way, but activity in railroad repair shops was down, and several lay-offs had been reported.

In the *service* industries, the seasonal peak in the tourist trade, and an influx of American tourists even greater than last year, had resulted in a heavy demand for experienced help in the summer resorts. Many hotels had difficulty in finding waitresses with suitable experience. In spite of the immigration of Displaced Persons, demand for full-time domestics was still very heavy, and there were few suitable applicants willing to do this work. However, there was an ample supply of household workers for day and casual work. Displaced Persons had considerably eased the shortage of domestic workers in hospitals and other institutions.

Regional Analysis

Summer employment activity in the **Maritime** region was sustained during July. Adverse conditions in a few industries held down the usual marked seasonal upswing, however, and some unemployment existed. Fish catches were light during the month in both inland and deep-sea fishing. Many fishermen found alternative employment in helping with the hay harvest. Fish processing employment was also curtailed. The threatened suspension of all dollar imports by the West Indies and South America was viewed with alarm by the fishing industry, which sells most of its cod and mackerel production to the sterling areas.

The monetary crisis had also threatened the pulp and paper industry. Demand for newsprint in the United States showed signs of declining, while sales to soft currency countries had fallen as dollars became scarcer. Increased competition from Scandinavian countries added to the market difficulties. To date, logging employment had been most affected, and pulpwood cutting this summer was well below normal. Pulp and paper mills were operating steadily, but with reduced staffs. Lumber operators reported that they had not planned much activity for next season and, unless the market took a decided jump, the cut would be small.

Conditions in mining, construction, agriculture, trade and heavy manufacturing were more favourable. Coal mines were operating steadily, except in the Minto area where marketing problems existed. The iron mines in Newfoundland were in full-time operation; a new wage agreement had been successfully negotiated. Construction activity was gaining momentum and employment, especially for skilled tradesmen, was at a high level in most areas. Farm labour demand increased with harvesting of strawberries and the hay crop, but requirements would remain light until the general harvest begins.

Seasonal activity in the **Quebec** region was pronounced during July. Construction, mining, transportation, trade and the services were particularly active. In manufacturing, the trend was obscure because of the general practice of plant shut-downs for the holiday period. Activity in agriculture was seasonally high, but labour supplies were ample for the first time in many years.

In the logging industry, summer cutting operations were light. Operators hesitated to predict the level of fall cutting because of the unsettled state of world finances, but indications pointed to a sharp reduction in operations. Inventories at the larger mills

were very high. Because of the light lumber cut last winter, many smaller sawmills now had finished operations for the season; larger mills would operate until October, but for the first time in many years all mills would complete cutting before the freeze-up. Most river drives were finished during July, with ideal conditions.

Gold mining production had been at the highest level since 1943. Labour demand for experienced miners, particularly machinemen, had been increasing but inexperienced labour could be found locally. Asbestos production returned to normal as the five-months' strike ended, pending further arbitration. The shortage of water power in mining areas of western Quebec, which had been a problem in recent years, had not appeared this year because of heavy rainfalls.

Employment trends varied from industry to industry although the vacation period interrupted production schedules in many manufacturing industries during July. Textile plants continued on part-time operations, a customary seasonal slackness, and would resume normal schedules in the Fall. Clothing firms remained at near capacity production. Activity in heavy iron and steel industries was well maintained, and the newsprint industry also continued its steady operation. Furniture factories were busy despite decreased orders. Shoe production, however, was still low, and most plants were operating well below capacity.

Seasonal improvement in employment conditions in the **Ontario** region continued during July, although somewhat obscured by the closing of many industrial plants for vacation periods. Probably the construction industry had been the major influence in the seasonal expansion of employment. However, a high level of wholesale and retail trade activity, a busy tourist season and a fair demand for seasonal farm workers, also played an important part.

Manufacturing industries, while not booming, had been maintaining a high level of employment. In a number of cases where production had overtaken demand, adjustment had been made by shortening working hours until surpluses disappeared. Firms producing chiefly for export, however, were uncertain about their market outlook and future plans. Numerous Ontario cities had been engaged in promotion work to attract new manufacturing industries with many spending huge sums on industrial promotion.

Heavy manufacturing industries were active during July, although labour demand was very slight since holiday closings were imminent or in force. Primary iron and steel production remained at capacity.

Steel production was beginning to catch up to demand thus easing production problems for secondary industries. The automobile industry was at peak operations except in Hamilton, where retooling was in progress, and will continue at capacity for the next few months. Production of agricultural implements, however, was in a slack period, both because of seasonal influences and the weak export market. Radio manufacturers were entering into television production, and experienced female radio workers were greatly in demand.

The construction industry was busy during the month, and labour demand was high. Competition was becoming keener in construction, however, and this year, quite a number of contractors operating with limited capital, had abandoned contracting and had returned to their former trades; others of a similar type had fallen into financial difficulties. No severe shortage of skilled men was reported. Some Displaced Persons who had completed their farm contracts were taking up construction work, and proving to be effective workers.

In the *Prairie* region, workers were steadily absorbed during July as grain harvesting started and the construction program gained momentum. Crop prospects in the Prairies showed considerable variation, ranging from excellent in Manitoba and parts of northern Alberta to poor in southern sections of Saskatchewan. The demand for farm labour was steady and no surplus of workers existed. As harvesting became more general early in August, a sharp increase in labour requirements was expected, and an extensive recruiting campaign for harvest labour in the crop failure areas was planned. No definite shortage of harvesters was expected until September, when plans were being made for the importation of at least 1,000 men from eastern Canada for the grain harvest.

The mining industry was active in almost all branches. Prospectors were staking claims on both gold and radio-active prospects in the Kenora area. The expansion program at the iron mines was progressing, with no problem in finding suitable workers. Gold mines were busy and registered steady requirements for miners and underground labourers. With transportation fares no longer provided by the companies, labour turnover was falling off. Coal mines in several areas were still working short-time because of lack of orders. Market difficulties near North Battleford and lack of refinery facilities in the Edmonton district had reduced oil production in those areas.

The volume of industrial and commercial construction exceeded expectations. Con-

tractors so far had been well supplied with labour, but an extension of the program would create a shortage of skilled tradesmen and construction labourers. The shortage of cement was retarding industrial building. The Provincial Government's program for rural electrification was progressing well. Several large hydro-electric development projects were under way and were expected to create steady employment for large crews of men for the next two or three years.

Employment conditions in the *Pacific* region during July reflected the seasonal activity of most industries, but the usual upswing of former years was not evident. While the level of employment was high and may be expected to remain so for some time, stabilization had definitely set in. The element of competition was growing keener both for producers, now facing a market limited to goods of competitive price and quality, and for workers who must meet the more exacting standards of employers. In addition to the problems of this normal deflationary process, several major industries in British Columbia also faced serious market losses because of the world's shortage of dollars.

The logging and lumbering industry best illustrated the change in conditions. As the export market weakened for lumber and pulp, demand for logs had fallen accordingly. Competition had forced some logging operators out of business. Others were forced to curtail production; one of the largest operators in the Lower Mainland will not resume work until 1950. Camps in the Interior also reported curtailed production although, in the Prince George area, logging was in full swing. The former chronic shortage of skilled loggers had therefore almost disappeared as men moved from closed camps to active operations. The same condition affected saw-mills, and the less competitive ones were suspending operations or curtailing production and cancelling expansion plans.

Construction was apparently near its peak for the season. Demand for skilled workers had reached the point where shortages were developing in certain skills, particularly the trowel trades. Projects in outlying areas were finding it most difficult to obtain skilled men, since living accommodation was not always available. The volume of house-building had declined but may improve shortly since Central Mortgage and Housing Corporation so far had only let contracts for 120 units of the projected 1,100 houses in its Fraser View development. Contracts for school construction and the Provincial Governments road building program provided much employment. Road building machinery operators were difficult to obtain.

Base metal mining showed greater activity and production increased, stimulated by the rise in price of lead, zinc and copper. Development of new properties had been going ahead, and indications were that several new mines would be in production by the end of the year. The milling of ore commenced at Salmo, which will rank as the second largest lead-zinc operation in British Columbia.

Employment Service Activities

The mid-summer lull in placement operations prevailed during most of July. As usual at that time, new applications reached their yearly low and demand for labour fell off because of holiday shut-downs. In addition, increasingly selective placement has been necessary this year because of the high standard of applicant requested by employees. From preliminary information, it appeared that placements during July were down from both the previous month and year. With unplaced applicants declining only slightly during July, the number on file at the end of the month remained well above last year's level. At the end of July, 140,000 were registered as against 96,000 one year before. Almost all the increase took place among applicants seeking unemployment insurance.

Although excessive labour turnover had largely disappeared, the labour force had been sufficiently mobile to prevent many spot labour surpluses and shortages from becoming serious problems. In addition to the organized movements of workers, as in agriculture, workers had often moved voluntarily to where there were more job opportunities. In outlying districts of Canada, where population is small and labour difficult to obtain, the clearance machinery of the Employment Service had done much to alleviate the shortages.

Unemployment in Trade Unions June 30, 1949*

Trade union unemployment in Canada declined to 1.8 per cent at the end of June, 1949, from 3.2 at the close of the previous quarter but was slightly higher than the percentage of 1.3 noted at June 30, 1948. At the date under review 2,504 locals reported a combined membership of 489,045. In the previous quarter reports were received from 2,658 locals with 524,880 members, while at the end of June, 1948, the percentage was based on reports from 2,444 locals representing 482,859 members.

* See Tables C-11 and C-12.

Clearance had also been used to bring domestics from Newfoundland to Nova Scotia and fur designers from Great Britain to Winnipeg. Occupationally, also, the labour force has been adjusting to current conditions. Where occupations were becoming glutted, several offices noted that applicants were willing to change to other types of work as for example, from factory jobs to the service trades and from general clerical employment to industrial and other work.

The employment of students for summer work varied from area to area, depending on the prevailing labour situation and the extent of seasonal operations. In southern Ontario particularly, the situation was favourable where fruit and vegetable farms and food canning plants can utilize student help to good advantage; one local office was forced to advertise for students to register in order to meet demand. In some of the smaller centres where regular workers were still displaced, summer help was not used to any great extent.

Apart from a few occupations, the only large pocket of labour shortage was in the personal and domestic service industries. Laundries, hotels and restaurants throughout the country were not only short-handed in many cases, but also were seriously handicapped by labour turnover. Unfilled vacancies registered at employment offices in the personal service industries totalled 7,400 at the beginning of July. Little relief was expected until the closing of tourist resorts in the Fall. A more chronic shortage prevailed in the domestic services where labour needs remained high despite the 9,500 Displaced Persons already brought in for this work. No easy solution however was expected for this worldwide and long-standing problem of domestic service and, while jobs were available elsewhere, it was doubtful if the labour shortage would be greatly reduced.

At the end of the quarter under review unemployment in trade unions declined in most of the industrial groups, notably in construction, and increased only in mining.

In this analysis unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or lockout, or who are engaged in work outside their own trade are not considered as unemployed. As the number of reporting unions varies from quarter to quarter with consequent variations in the membership upon which

the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

Table C-11 shows the percentage of union unemployment at certain dates in each province as compared with the previous quarter. The percentage declined in all the provinces but Manitoba where it rose from 1.1 to 2.6. With the exception of Nova Scotia, New Brunswick and British Columbia the latest figures were higher than at the end of June, 1948.

A separate compilation is made each quarter of trade union unemployment in the largest city in each province with the exception of Prince Edward Island. Compared with the previous quarter, the percentage increased only in Edmonton, from 1.8 to 2.7. The percentage decreased in Halifax, from 7.8 to 6.7; [in Saint John from 12.6 to 3.4; in Montreal, from 2.4 to 0.5]; in Toronto, from 1.6 to 1.0; in Winnipeg, from 1.4 to 1.1; in Regina, from 0.6 to 0.4; and in Vancouver, from 3.4 to 3.0. In comparison to June, 1948, the percentage increased slightly in Montreal, Toronto, Winnipeg and Regina.

Returns were received from 1,028 locals in the manufacturing industries. These reported 260,071 members of whom 4,723 were unemployed at the end of June. At the end of the previous quarter, 1,095 locals reported 276,792 members including 6,740 who were without work. At June 30, 1948, reports were received from 962 locals with 247,624 members of whom 3,764 were unemployed.

In the transportation group, reports were received from 821 locals with a total of 99,666 members of whom 1,044 were unemployed at the reporting date. Three months earlier 1,576 of a total of 106,551 had been unemployed; at the end of June, 1948, there were 1,176 unemployed of a total of 101,197.

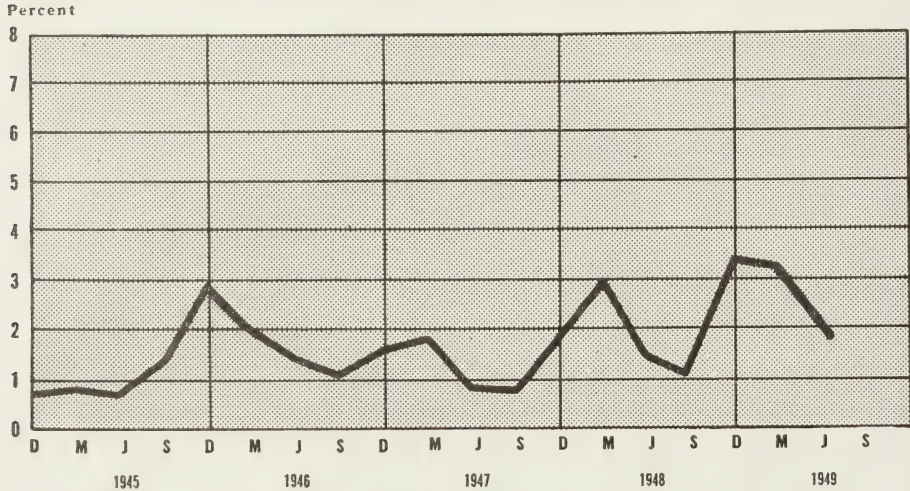
Unemployment in mining rose from 1.5 to 2.4 per cent. Reports were received from 66 locals with 20,234 members. There were 246 unemployed out of 1,084 members reported by 8 unions in non-metallic mining. In coal mining 232 of a total membership of 16,065 in reporting local branches were out of work.

Unemployment among union members in the building and construction trades decreased from 11.4 to 4.3 per cent. Reports were received from 215 local unions with 47,913 members of whom 2,052 were unemployed at the end of June. As compared with the previous quarter the percentage declined among bricklayers, from 8.6 to 1.1, carpenters, from 17.0 to 5.8, electrical workers, from 4.2 to 3.5, painters, from 5.3 to 0.1, plumbers, 4.9 to 4.0, and miscellaneous building workers, from 15.2 to 9.1. At June 30, 1948, the percentage of trade union unemployment in the construction group was 1.5.

In public and personal services, the percentage of unemployment declined to 0.4 from 1.3 in the previous quarter.

In the lumbering and logging industry of Ontario and British Columbia, three locals with 4,657 members reported 450 as unemployed.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced from 160·5 to 162·1 between June 1 and July 2. The increase was almost entirely due to a 4·3 rise in the food index which conformed to the seasonal movement normally experienced during this period. The food index rose from 202·9 to 207·2 as sharp increases in eggs and potatoes combined with smaller advances in other fresh vegetables and meats. Rents were the only other group to show an appreciable change; the index for this group moved from 122·4 to 123·4 reflecting the results of a June rent survey. The clothing index was unchanged at 183·3 and the index of home furnishings and services declined 0·2 points to 167·5. The fuel and light index rose from 128·7 to 129·1 as the price of coal advanced fractionally in several centres. The index of miscellaneous items changed from 128·4 to 128·5.

From August, 1939 to July, 1949 the increase in the cost-of-living was 60·8 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities were higher between June 1 and July 2, 1949. Sharp seasonal increases for foods were mainly responsible. Rentals were also higher reflecting results of a quarterly survey. There was little change in home furnishings and services at most centres, while clothing, fuel and light and miscellaneous items changed narrowly.

Composite city index increases between June 1 and July 2 were as follows: Edmonton 2·6 to 158·4; Halifax 2·2 to 155·6; Toronto 1·7 to 157·8; Winnipeg

1·6 to 157·0; Vancouver 1·6 to 163·6; Saint John 1·3 to 158·5; Montreal 1·3 to 165·9; Saskatoon 1·0 to 163·5.

Wholesale Prices, June 1949

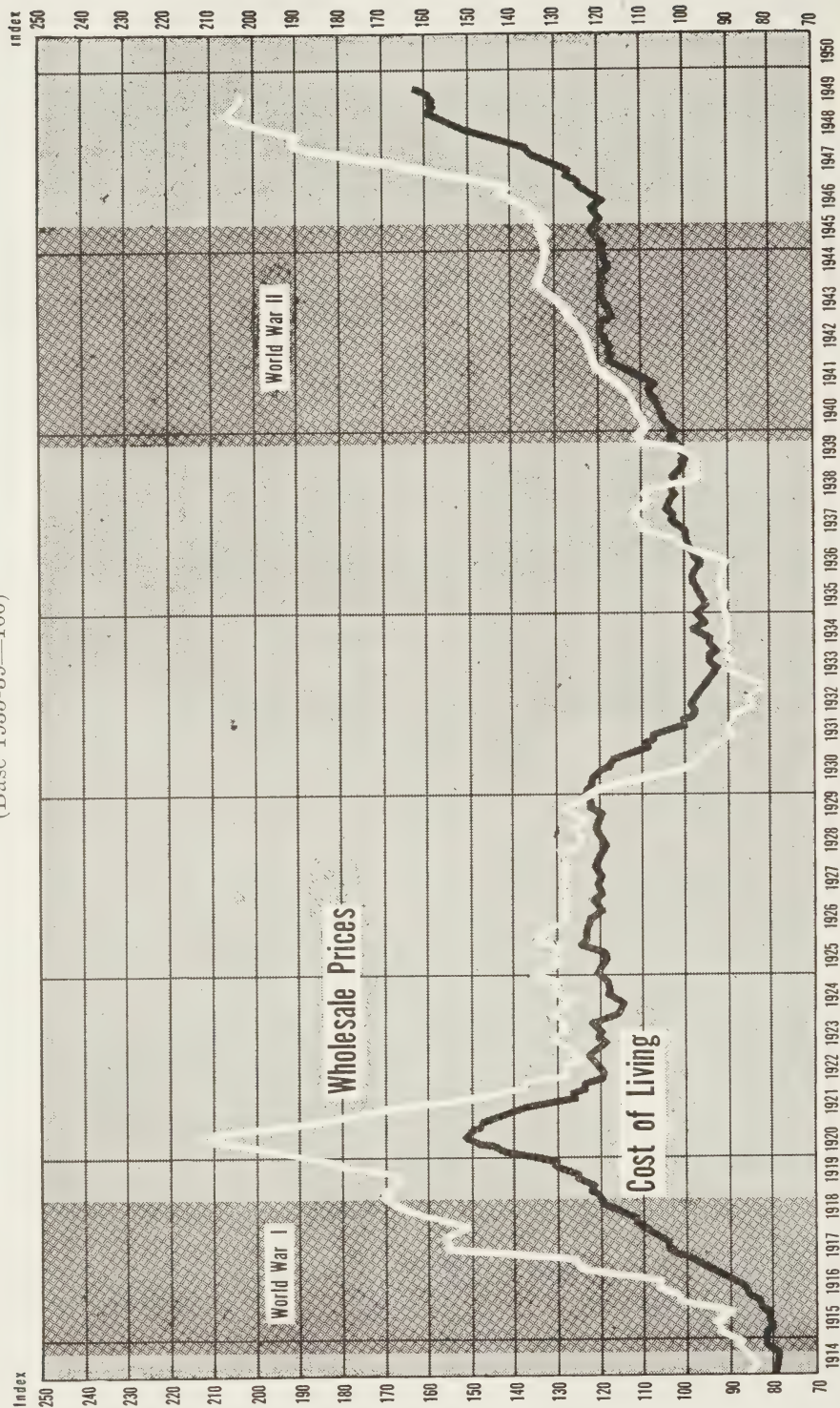
The general index of wholesale prices record a narrow decline of 0·1 to 156·3 between May and June of this year. Five of the eight major groups recorded decreases led by a further substantial drop in the non-ferrous metals series. Due to continued weakness in copper, lead and zinc the index for non-ferrous metals declined 9·1 points to 125·6. Chemicals and allied products receded 2·0 points to 122·0 reflecting decreases in paint materials, notably red and white lead, tartaric acid and chloroform. Small declines for cedar shingles and oak lumber was responsible for a drop of 0·7 to 186·2 for wood, wood products and paper, while non-metallic minerals moved down 0·6 to 133·9 following an easier tone for window glass and fuel oil. In the iron and steel products group a drop of 0·4 to 172·8 was due to decreases for galvanized wire, galvanized iron sheets and galvanized steel sheets which outweighed a narrow advance for nuts and bolts. Two groups were higher: animal products rose 3·2 to 169·6 supported by strength in livestock, fresh meats, ham, eggs and lard. Fowl prices were slightly easier in this section. Higher prices for barley, rye, potatoes, onions and hay outweighed decreases for crude rubber and coconut oil to move vegetable products up 0·8 to 142·3. Textile products remained unchanged at 162·0.

Canadian farm products prices at wholesale advanced 1·6 to 159·6 between May and June. Both sub-groups were higher. Increases for barley, rye, potatoes, hay and onions supported a gain of 1·7 to 128·5 in the field products index. Higher prices for livestock and eggs overbalanced declines for raw wool and fowl to advance animal products 1·4 to 184·8.

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



STRIKES AND LOCKOUTS*

Canada, July, 1949

There were nine fewer strikes and lockouts in the month as compared with June, with a substantial decrease of 83,000 days in the resulting time loss, but a slight increase in the number of workers involved. During July, about 72 per cent of the time loss was caused by three work stoppages, lithographers at London, Hamilton, Ottawa, Toronto, Ont., and Montreal, P.Q., railway car factory workers at Hamilton, Ont., and farm implement factory workers at Toronto, Ont. Preliminary figures for July, 1949, show 18 strikes and lockouts, with 12,501 workers involved and a time loss of 57,744 man-working days, as compared with 27 strikes in June, 1949, involving 11,359 workers, with a loss of 141,084 days. In July, 1948, there were 26 strikes, with 8,338 workers involved and a loss of 77,588 days.

For the first seven months of this year preliminary figures show 73 strikes and lockouts, involving 26,037 workers, with a time loss of 729,635 man-working days. For the similar period in 1948 there were 90 strikes and lockouts, with 27,672 workers involved and a time loss of 536,046 days.

Based on the number of wage and salary workers in Canada, the time lost in July, 1949, amounted to 0.07 per cent of the estimated working time, as compared with 0.18 per cent in June, 1949; 0.10 per cent

in July, 1948; 0.13 per cent for the first seven months of 1949; and 0.09 per cent for the first seven months of 1948.

Of the 18 strikes recorded for July, 1949, one was settled in favour of the workers, three in favour of the employers, one was a compromise settlement, and eight were indefinite in result, work being resumed pending final settlement. At the end of the month five strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; seamen, Great Lakes and St. Lawrence River, June 6, 1948; and optical lens factory workers at Edmonton, Alta., April 9, 1949. The strike of stencil factory workers at Vancouver B.C., which commenced on March 26, 1949, was reported by the union as having lapsed by the end of July.

*See Tables G-1 and G-2.

Great Britain and other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as is possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in May, 1949, was 148 and 11 were still in progress from the previous month,

making a total of 159 during the month. In all stoppages of work in progress in the period there were 75,700 workers involved and a time loss of 352,000 working days was caused.

Of the 148 disputes leading to stoppages of work which began in May, 12, directly involving 1,000 workers, arose out of demands for advances in wages, and 60, directly involving 48,000 workers, on other wage questions; four, directly involving 1,800 workers, on questions as to working hours; 16, directly involving 3,000 workers, on questions respecting the employment of particular classes or persons; 45, directly involving 2,900 workers, on other questions respecting working arrangements; and six, directly involving 2,000 workers, on questions of trade union principle. Five

stoppages, directly involving 11,000 workers, were in support of workers involved in other disputes (including an inter-union dispute in Canada).

New Zealand

For the first quarter of 1949, figures show 38 strikes involving, directly and indirectly, 21,897 workers and causing a time loss of 25,265 man-days.

United States

Preliminary figures for June, 1949, show 375 strikes and lockouts beginning in the month, in which 575,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 4,600,000 man-days. Corresponding figures for May, 1949, are 450 strikes and lockouts, involving 250,000 workers, with a time loss of 3,200,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

Second Quarter of 1949

There were 271 industrial fatalities in the second quarter of 1949 according to the latest reports received by the Department of Labour. This marks an increase of 24 fatalities over the previous three months in which 247 fatalities were recorded, including 12 in a supplementary list. The accidents recorded are those which involved persons gainfully employed, during the course of or arising out of their employment and include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data.

During the quarter under review two accidents occurred which resulted in the deaths of three or more persons. On April 1 at Britannia Beach, B.C., 3 miners were crushed to death under a load of drill steel in an underground accident in a copper mine. The engineer, fireman, and conductor of a train were killed on May 9 when it was derailed near Wetaskiwin, Alta.

Grouped by industries, the largest number of fatalities, 47, was recorded in manufacturing, of which 14 were in iron and steel products, 5 in saw and planing mills, and an equal number in pulp and paper products. During the previous quarter 57 fatalities were recorded in manufacturing, including 11 in saw and planing mills and 14 in iron and steel.

The transportation industry continued to record a high number of fatalities, 45, in the quarter under review. Steam railways were responsible for slightly more than half of these, 23, and local and highway transportation accounted for 10 of the total. In the previous quarter, 48 fatalities were recorded in this industry, 19 in steam railway accidents and 21 in local and highway.

The 31 fatalities which occurred in agriculture represent a sharp increase over the previous quarter when 9 were recorded. In 1948 the number of fatalities in the second quarter were double the number recorded in the first quarter. This suggests that the increase in the second quarter is partly the consequence of the seasonal nature of the industry.

In the mining industry, 33 fatalities were recorded, including 23 in metalliferous mining and 8 in coal mining. This marks a considerable decrease from the total for the previous quarter when 53 fatalities were recorded.

The greatest number of fatalities, 91, was caused by moving trains, watercraft and other vehicles. Industrial diseases, infection and other causes resulted in 51 fatalities and falls of persons resulted in 46 fatalities.

Ontario recorded the largest number of fatalities, 103, an increase of 12 over the previous quarter. Sixty-two fatalities were reported in British Columbia and 34 in Quebec.

During the quarter under review there were 80 industrial fatalities in April, 87 in May, and 104 in June.

* See Tables H-1 and H-2.

SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1944	1939
	July	June	June	June	June	June
Labour Force—						
Civilian labour force (1).....000		5,121	5,030	4,828	†	†
Employed (1).....000		5,018	4,948	4,702	†	†
Male (1).....000		3,918	3,876	3,624	†	†
Female.....000		1,100	1,072	1,078	†	†
Paid workers (1).....000		3,496	3,364	3,104	†	†
Unemployed (1).....000		103	82	126	†	†
Index of employment (2).....		194.5	192.3	169.9	180.5	113.1
Unemployment in trade unions (2).....%		1.8	1.3	1.3	0.3	11.6
Immigration.....No.		11,967	15,323	7,146	857	2,266
Adult males.....No.		5,012	7,382	799	237	667
Earnings and Hours—						
Total labour income.....\$000,000		643	596	439	†	†
Per capita weekly earnings.....\$		42.34	40.02	31.68	31.81	†
Average hourly earnings.....cents		99.1	91.4	69.1	†	†
Average hours worked per week.....		40.8	41.7	42.0	†	†
Average real weekly earnings, index (4).....		103.0	101.0	96.0	†	†
National Employment Service—						
Unplaced applicants (5).....000		154.9	130.9	210.8	62.2	†
Unfilled vacancies (5).....000		49.4	60.4	115.3	218.1	†
Placements, weekly average.....000		15.5	16.6	17.9	†	†
Unemployment Insurance—						
Claims.....000	80.4	95.8	70.9	98.8	7.3	†
Balance in fund.....\$000,000		544.5	465.4	324.0	209.7	†
Price Indexes—						
Wholesale (6).....	156.6	156.3	152.1	109.3	102.5	73.2
Cost of living (6).....	162.1	160.5	154.3	123.6	119.0	100.5
Residential building materials (6).....		228.0	216.5	150.5	(10)146.6	(10)102.3
Production—						
Industrial production index (6).....		185.9	180.3	156.4	200.7	108.3
Mineral production index (6).....		132.2	93.4	100.5	101.6	124.6
Manufacturing index (6).....		195.2	190.3	165.4	222.4	105.4
Electric power.....000,000 k.w.h.		4,018	3,718	3,415	3,326	2,246
Construction—						
Contracts awarded.....\$000,000		102.4	40.9	22.7	37.3	25.2
Dwelling units, started.....000		10.5	13.4	†	†	†
Completed.....000		7.3	5.9	(9) 67.3	†	†
Under construction.....000		57.8	55.1	†	†	†
Pig iron.....000 tons		194.3	183.8	129.9	161.9	52.9
Steel ingots and castings.....000 tons		270.5	259.4	214.9	234.4	107.9
Inspected slaughterings, cattle.....000		101.9	94.1	103.7	89.9	66.3
Hogs.....000		277.7	344.7	280.1	682.9	220.0
Flour production.....000 bbl.		1.67	1.91	2.25	1.87	1.19
Newsprint.....000 tons		448.0	382.9	334.2	246.9	240.6
Cement, producers' shipments.....000,000 bbl.		1.6	1.5	1.5	1.0	0.7
Automobiles and trucks.....000		30.1	23.3	15.6	14.3	14.5
Gold.....000 fine oz		344.1	290.0	234.5	240.7	456.5
Copper.....000 tons		20.3	20.5	15.0	23.5	27.3
Lead.....000 tons		14.2	11.1	15.3	10.0	16.5
Nickel.....000 tons		10.6	10.4	7.7	10.2	10.1
Zinc.....000 tons		27.5	19.0	19.5	20.7	18.5
Coal.....000 tons		1,322	1,388	1,259	1,234	1,071
Distribution—						
Wholesale sales index, unadjusted (6).....		309.4	290.8	241.5	190.0	111.4
Retail sales.....\$000,000		679.3	635.1	†	†	†
Imports, excluding gold.....\$000,000		250.5	233.0	157.7	152.5	63.7
Exports, excluding gold.....\$000,000		255.1	233.5	166.7	343.2	76.4
Railways—						
Revenue freight, ton miles.....000,000		3,975	5,192	3,989	5,457	1,819
Car loadings, revenue freight.....000	294.2	294.6	312.6	280.1	287.1	172.6
Banking and Finance—						
Common stocks, index (6).....		99.6	120.3	123.3	83.7	88.4
Preferred stocks, index (6).....		136.3	148.2	161.6	122.2	98.8
Bond yields, Dominion, index (6).....		94.4	95.4	84.9	97.0	97.8
Cheques cashed, individual accounts.....\$000,000		7,216	6,475	5,547	5,219	2,831
Bond loans, current, public.....\$000,000		2,085	1,867	1,148	1,061	822
Money supply.....\$000,000		4,187	4,030	3,852	(9)3,153	(9)1,370
Circulating media in hands of public.....\$000,000		1,201	1,134	1,075	(9) 990	(9)281
Deposits.....\$000,000		2,986	2,896	2,777	(9)2,163	(9)1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of March 5, 1949, June 5, 1948 and June 1, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending June 30, 1949, 1948, 1946, 1944 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(Source: Department of Mines and Resources, Immigration Branch.)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
Total (6 months 1949).....	22,612	17,934	12,962	53,508
Total (6 months 1948).....	25,557	19,492	12,226	57,275

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION

(Source: Department of Mines and Resources, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
Total (6 months 1949).....	1,499	9,603	27,732	10,403	4,271	53,508
Total (6 months 1948).....	1,892	10,456	29,098	9,778	6,051	57,275

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(Source: Department of Mines and Resources, Immigration Branch)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
Total (6 months 1949).....	11,095	3,462	4,923	1,590	1,542	22,612
Total (6 months 1948).....	7,305	6,280	6,757	2,189	3,026	25,557

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	Total
1946—January.....	39	140	17	104	95	13	409
February.....	41	140	17	107	97	13	415
March.....	40	144	18	108	98	14	422
April.....	37	142	20	109	98	13	419
May.....	37	139	23	110	101	14	423
June.....	41	143	26	113	102	14	439
July.....	43	142	28	114	103	14	445
August.....	45	145	29	116	105	15	454
September.....	46	148	29	119	108	15	464
October.....	45	153	29	121	108	15	471
November.....	45	159	28	125	109	16	481
December.....	46	161	24	124	110	15	479
1947—January.....	46	163	23	122	108	15	477
February.....	45	165	24	125	109	15	483
March.....	44	167	25	125	110	16	487
April.....	39	168	28	126	111	15	486
May.....	41	172	31	129	112	16	500
June.....	45	173	35	133	113	16	515
July.....	49	177	38	134	115	16	530
August.....	51	179	39	135	116	17	536
September.....	54	183	40	137	117	17	548
October.....	55	187	41	138	117	17	555
November.....	58	191	39	145	116	17	567
December.....	57	189	31	141	116	17	551
1948—January.....	53	187	30	140	118	17	545
February.....	54	193	29	140	116	17	549
March.....	49	189	28	140	120	17	544
April.....	44	195	33	142	120	17	552
May.....	49	195	37	148	124	17	570
June.....	53	201	42	151	130	18	596
July.....	54	202	48	154	131	18	607
August.....	56	205	47	158	130	19	615
September.....	60	220	43	185	131	20	664*
October.....	62	213	48	165	129	20	637
November.....	57	214	46	166	130	20	633
December.....	53	212	40	164	130	20	618
1949—January.....	50	211	36	158	134	19	608
February.....	49	212	34	158	131	20	605
March.....	43	213	35	159	134	20	605
April.....	39	213	38	162	134	20	607
May.....	44	209	42	165	139	20	619

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree exactly with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At June 1, 20,306 employers in the eight leading industries reported a total employment of 2,024,419, and total payrolls of \$85,717,105

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	June 1 1949	May 1 1949	June 1 1948	June 1 1949	May 1 1949	June 1 1948	June 1 1949	May 1 1949	June 1 1948			
(a) PROVINCES	\$	\$	\$									
Maritime Provinces	37-23	38-11	35-78	110-7	107-7	113-2	188-0	186-2	185-3			
Prince Edward Island	34-24	35-19	34-12	141-5	130-5	143-5	223-7	212-2	224-6			
Nova Scotia	37-24	38-19	36-20	105-1	101-7	104-0	172-5	171-2	166-9			
New Brunswick	37-40	38-16	35-32	118-6	115-0	126-8	213-1	210-9	215-2			
Quebec	40-36	41-59	38-39	123-7	118-5	123-6	208-4	205-7	198-1			
Ontario	43-66	44-54	40-97	125-5	124-1	124-0	202-2	203-8	187-4			
Prairie Provinces	42-61	42-73	41-11	138-1	132-9	131-6	222-2	214-4	204-3			
Manitoba	42-29	42-40	40-35	131-4	128-2	126-5	209-7	205-2	192-6			
Saskatchewan	41-15	41-41	40-03	129-4	120-1	126-4	205-5	191-9	195-3			
Alberta	43-75	43-80	42-66	152-7	147-2	141-9	249-4	240-7	226-2			
British Columbia	45-63	45-91	42-48	151-2	146-0	149-7	242-1	235-1	223-4			
CANADA	42-34	43-19	40-02	127-3	123-8	125-9	209-0	207-3	195-4			
(b) CITIES												
Montreal	40-95	42-04	38-32	134-0	132-1	128-9	214-2	216-8	192-7			
Quebec City	34-45	35-60	34-65	121-2	116-8	120-7	202-4	201-5	198-3			
Toronto	43-16	44-15	40-43	131-4	131-4	128-2	211-4	216-2	193-4			
Ottawa	37-01	37-35	34-45	132-4	129-4	127-0	211-6	208-8	189-6			
Hamilton	45-98	47-39	42-18	125-7	124-5	120-6	210-3	214-7	185-1			
Windsor	47-41	51-12	46-83	121-3	124-1	116-5	154-6	170-4	146-5			
Winnipeg	38-82	38-91	36-56	133-6	132-3	129-5	203-5	202-0	185-6			
Vancouver	43-32	43-67	39-54	161-9	159-6	163-5	263-1	261-5	243-3			
Halifax	35-81	36-52	32-68	122-1	118-6	118-2	190-8	189-0	170-4			
St. John	34-98	35-88	32-06	121-7	119-5	123-2	198-5	199-9	184-5			
Sherbrooke	34-08	36-49	32-97	117-0	118-0	115-0	192-0	207-5	182-3			
Three Rivers	41-39	42-03	40-04	135-7	129-1	138-8	216-4	209-1	214-1			
Brantford	43-25	44-61										
Kitchener—Waterloo	39-33	40-03	38-05	133-9	132-7	132-3	232-4	234-7	222-5			
London	40-43	40-94	37-72	150-9	148-8	143-7	239-8	239-4	213-0			
Port William—Port Arthur	44-46	44-95	42-98	78-0	78-5	84-5	130-5	132-9	136-8			
St. Catharines *	48-19	49-09										
Regina	37-93	38-12	35-30	136-9	131-8	131-3	220-7	213-5	195-7			
Saskatoon	36-84	36-90	34-70	150-9	144-9	152-6	253-4	243-8	241-1			
Calgary	41-83	41-62	38-46	144-8	129-9	134-6	240-7	231-2	203-8			
Edmonton	39-82	40-32	38-25	179-1	172-3	161-5	287-8	280-4	248-2			
Victoria	41-30	41-50	38-06	154-5	152-2	148-4	252-4	249-9	225-5			
(c) INDUSTRIES												
Manufacturing	43-35	44-43	40-63	122-0	121-0	121-2	203-7	207-1	189-6			
Durable Goods ¹	46-01	47-30	43-03	117-7	117-3	118-4	192-6	197-1	180-6			
Non-durable Goods	40-56	41-49	38-12	123-9	122-8	122-7	213-7	216-6	198-6			
Electric Light and Power	48-01	48-30	45-43	165-5	158-5	147-5	252-2	243-0	211-7			
Logging	39-88	44-88	37-19	111-4	79-3	138-0	221-2	177-3	257-3			
Mining	50-09	50-39	48-53	99-2	96-7	98-6	155-6	152-6	149-8			
Communications	40-36	39-99	38-43	196-9	192-0	180-7	287-9	278-2	252-3			
Transportation	50-91	51-05	49-63	143-0	140-2	143-3	222-2	218-4	217-3			
Construction and Maintenance	40-17	40-95	38-14	124-6	113-7	119-9	217-4	202-2	198-7			
Services ²	27-92	28-30	25-96	147-7	143-9	145-3	248-9	245-7	228-9			
Trade	36-91	37-06	34-39	144-5	143-2	138-1	223-7	222-4	200-6			
Eight Leading Industries	42-34	43-19	40-02	127-3	123-8	125-9	209-0	207-3	195-4			
Finance	41-57	41-21	39-64	144-2	143-9	139-1	206-7	204-5	189-9			
Nine Leading Industries	42-31	43-10	40-01	128-0	124-6	126-4	208-9	207-2	195-2			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries, with the exception of electric light and power.

² Mainly hotels and restaurants and laundries and dry-cleaning plants.

* Includes Merritton, Welland and Thorold.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
				\$				\$
June 1, 1941.....	100.0	100.0	100.0	25.25	100.0	100.0	100.0	25.57
June 1, 1945.....	114.8	143.3	127.1	32.10	124.4	157.2	128.6	32.88
June 1, 1946.....	111.3	136.6	125.5	31.68	109.9	134.3	124.5	31.83
June 1, 1947.....	120.8	168.5	142.6	36.00	117.6	165.9	143.3	36.64
June 1, 1948.....	125.9	195.4	155.7	40.02	121.2	189.6	158.9	40.63
July 1, 1948.....	129.7	203.5	160.3	40.48	123.3	195.7	161.0	41.17
Aug. 1, 1948.....	131.6	207.2	161.0	40.66	122.9	196.1	162.1	41.45
Sept. 1, 1948.....	132.2	209.3	161.8	40.86	124.7	199.1	162.1	41.46
Oct. 1, 1948.....	133.1	215.7	165.5	41.80	125.0	206.3	167.6	42.85
Nov. 1, 1948.....	133.3	218.0	166.9	42.15	124.0	207.1	169.7	43.38
Dec. 1, 1948.....	133.8	219.0	167.2	42.23	123.8	208.3	171.0	43.72
Jan. 1, 1949.....	128.4	204.5	162.8	41.10	120.7	196.6	165.4	42.28
Feb. 1, 1949.....	124.8	207.6	170.0	42.92	120.6	205.3	172.7	44.17
Mar. 1, 1949.....	123.7	207.5	171.4	43.27	120.8	206.6	173.6	44.39
Apr. 1, 1949.....	122.9	206.5	171.7	43.35	120.8	207.4	174.2	44.54
May 1, 1949.....	123.8	207.3	171.0	43.19	121.0	207.1	173.8	44.43
June 1, 1949.....	127.3	209.0	167.7	42.34	122.0	203.7	169.5	43.35

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1936=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
June 1, 1933.....	80.7	82.8	.....	.....	.....	79.3	81.6	82.7	.....	.....	.....	76.2
June 1, 1934.....	96.6	98.4	.....	.....	.....	90.9	104.4	89.5	.....	.....	.....	89.1
June 1, 1935.....	97.6	101.6	.....	.....	.....	93.8	101.6	92.2	.....	.....	.....	96.6
June 1, 1936.....	102.0	103.4	.....	.....	.....	99.8	104.7	97.7	.....	.....	.....	102.2
June 1, 1937.....	114.3	122.0	82.0	124.4	121.4	113.6	118.8	99.3	87.4	103.9	99.4	112.2
June 1, 1938.....	111.9	110.9	82.0	122.5	98.6	120.4	112.5	97.0	93.7	100.2	100.1	105.1
June 1, 1939.....	113.1	108.4	94.4	120.6	94.4	121.0	113.6	101.0	95.6	105.1	106.4	106.6
June 1, 1940.....	120.9	117.0	90.7	128.8	104.2	123.0	126.6	107.4	102.9	113.0	110.8	112.0
June 1, 1941.....	152.9	152.4	107.1	167.9	134.9	157.3	161.9	128.3	124.7	127.4	134.5	134.9
June 1, 1942.....	171.7	166.1	107.0	185.2	145.9	182.8	178.5	137.4	133.0	132.0	147.9	161.9
June 1, 1943.....	181.2	175.3	108.3	195.5	153.7	197.8	182.9	138.5	136.2	132.1	146.4	187.6
June 1, 1944.....	180.5	178.2	133.6	197.4	156.4	194.3	182.1	145.2	141.6	138.3	155.3	183.6
June 1, 1945.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
June 1, 1946.....	169.9	172.9	132.2	180.4	165.7	174.8	178.4	153.3	144.3	149.4	169.6	139.3
June 1, 1947.....	184.5	165.8	139.3	165.2	168.2	186.9	191.8	161.9	152.4	157.7	179.1	192.4
June 1, 1948.....	192.3	172.5	153.7	174.6	171.0	194.4	200.0	168.9	157.8	161.0	190.9	202.0
July 1, 1948.....	193.0	186.7	159.7	192.9	180.5	198.6	204.8	175.9	163.1	166.9	201.2	207.8
Aug. 1, 1948.....	200.9	190.0	161.4	196.8	183.0	206.3	203.3	179.5	165.9	169.7	206.7	212.6
Sept. 1, 1948.....	201.8	189.1	165.3	198.8	178.2	205.1	205.4	180.6	166.6	169.4	209.4	216.2
Oct. 1, 1948.....	203.3	192.8	164.6	205.7	178.0	205.8	208.3	180.8	167.3	171.1	207.5	214.8
Nov. 1, 1948.....	203.6	194.9	160.4	207.7	180.8	207.1	208.6	180.3	168.6	167.9	206.1	212.2
Dec. 1, 1948.....	204.3	197.8	156.2	209.9	184.9	207.5	210.4	180.9	169.3	167.0	207.6	206.1
Jan. 1, 1949.....	196.0	177.2	151.8	178.2	177.6	198.2	206.1	173.9	162.4	158.0	201.8	192.4
Feb. 1, 1949.....	190.5	168.2	139.9	172.4	164.7	193.0	202.8	166.7	157.3	146.2	194.4	181.5
Mar. 1, 1949.....	188.9	167.1	139.1	170.3	164.8	190.2	201.8	165.6	156.4	145.9	192.3	179.6
Apr. 1, 1949.....	187.6	167.4	163.0	173.1	165.5	184.8	200.2	166.0	155.4	146.8	194.6	188.8
May 1, 1949.....	189.1	163.3	139.8	170.7	155.2	186.4	200.1	170.5	159.9	153.0	198.0	196.9
June 1, 1949.....	194.4	168.7	151.5	176.4	160.0	194.6	202.4	177.2	163.8	164.9	205.4	204.0
Relative Weight of Employment of Provinces and Economic Areas as at June 1, 1949.....	100.0	6.5	.2	3.7	2.6	29.2	42.3	12.2	5.4	2.3	4.5	9.8

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

Source: *The Employment Situation, D.B.S.*

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	June 1 1949	May 1 1949	June 1 1948	June 1 1949	May 1 1949	June 1 1948	June 1 1949	May 1 1949	June 1 1948	June 1 1949	May 1 1949	June 1 1948
	\$	\$	\$									
Manufacturing	43-35	44-43	40-63	122-0	121-0	121-2	203-7	207-1	189-6			
Animal products—edible.....	42-88	43-31	39-33	134-2	124-9	136-4	226-7	213-0	215-1			
Fur and products.....	38-74	39-90	36-92	142-0	141-6	137-1	205-6	211-2	189-2			
Leather products.....	31-38	32-84	29-19	109-1	109-8	105-8	180-8	190-8	161-9			
Boots and shoes.....	30-26	31-97	27-91	112-1	112-7	104-4	190-9	202-9	164-1			
Lumber and its products.....	38-24	39-21	34-87	121-9	116-9	124-5	215-3	211-7	206-3			
Rough and dressed lumber.....	39-57	40-40	35-98	117-5	109-5	118-5	218-1	207-7	201-2			
Furniture.....	37-02	38-29	33-82	149-9	151-9	147-6	204-2	214-1	206-2			
Other lumber products.....	35-18	36-48	32-46	115-6	113-4	129-2	220-2	223-9	225-3			
Plant products—edible.....	36-57	37-70	34-52	131-2	125-9	125-5	212-5	210-2	192-1			
Pulp and paper products.....	49-58	49-41	46-79	140-5	138-0	142-5	234-7	229-7	223-9			
Pulp and paper.....	56-27	56-04	54-63	130-9	127-5	140-0	233-3	226-3	240-0			
Paper products.....	39-21	39-95	36-69	162-0	159-5	153-7	262-7	263-7	236-4			
Printing and publishing.....	46-92	46-49	42-42	144-2	142-9	139-5	226-8	222-6	198-6			
Rubber products.....	44-40	44-99	42-81	121-8	124-0	133-9	230-8	237-9	244-5			
Textile products.....	32-91	35-03	30-94	115-8	117-9	112-8	199-2	215-9	182-4			
Thread, yarn and cloth.....	35-98	38-17	33-13	111-4	113-3	112-7	212-1	228-9	197-7			
Cotton yarn and cloth.....	34-21	37-06	32-02	93-6	94-8	92-4	165-9	182-0	154-0			
Woolen yarn and cloth.....	34-37	36-88	32-10	105-4	108-2	112-9	202-6	223-1	203-1			
Artificial silk and silk goods.....	39-79	41-00	35-53	146-4	148-5	146-5	314-4	328-5	280-8			
Hosiery and knit goods.....	29-33	31-42	27-83	113-6	117-1	121-1	183-8	202-8	186-0			
Garments and personal furnishings.....	30-76	32-89	29-48	128-9	131-0	114-8	205-0	223-3	176-4			
Other textile products.....	35-35	37-27	32-90	94-1	94-9	94-0	164-5	175-0	151-4			
Tobacco.....	39-63	40-58	35-60	114-0	114-6	108-8	251-6	259-0	215-7			
Beverages.....	46-77	47-87	44-23	175-0	166-7	164-4	276-0	269-2	245-2			
Chemicals and allied products.....	47-43	47-67	43-94	98-3	97-8	97-1	171-4	171-5	157-8			
Clay, glass and stone products.....	44-53	45-07	41-18	146-7	142-3	144-2	265-8	260-9	237-3			
Electric light and power.....	48-01	48-30	45-43	165-5	165-1	147-5	232-2	243-0	211-7			
Electrical apparatus.....	46-79	47-96	42-94	167-3	167-1	168-0	293-0	299-7	264-8			
Iron and steel products.....	47-80	49-30	45-37	109-7	110-4	109-8	172-3	178-8	163-7			
Crude, rolled and forged products.....	54-66	52-50	49-15	144-3	143-2	148-3	208-2	203-6	164-3			
Machinery (other than vehicles).....	45-30	47-00	42-61	115-9	116-3	113-9	184-2	191-6	169-6			
Agricultural implements.....	48-42	51-33	46-87	203-0	207-3	208-2	363-7	393-9	369-0			
Land vehicles and aircraft.....	48-87	50-31	47-37	102-5	103-6	98-5	154-3	160-6	140-7			
Automobiles and parts.....	49-78	52-61	46-72	115-0	118-9	111-4	149-0	162-9	135-4			
Steel shipbuilding and repairing.....	44-41	47-77	44-25	79-5	79-9	119-5	119-2	127-4	170-3			
Heating appliances.....	41-75	43-58	39-83	126-1	148-0	141-4	230-7	244-1	215-6			
Iron and steel fabrications (n.e.s.).....	47-26	49-46	43-77	99-5	98-7	99-0	197-5	205-0	183-4			
Foundry and machine shop products.....	44-12	47-05	41-90	93-5	94-0	97-2	195-0	209-0	178-6			
Other iron and steel products.....	44-75	46-64	41-14	99-1	99-4	98-1	162-1	169-6	148-9			
Non-ferrous metal products.....	48-24	48-58	43-50	118-7	119-3	120-0	209-4	212-0	159-2			
Non-metallic mineral products.....	54-59	54-97	48-97	120-8	117-7	123-5	225-3	221-2	207-3			
Miscellaneous.....	37-00	38-38	34-36	150-4	150-0	135-2	262-7	271-8	214-9			
Logging	39-88	44-88	37-19	111-4	79-3	138-0	221-2	177-3	25-3			
Mining	50-09	50-39	48-53	99-2	96-7	98-6	155-6	152-6	149-8			
Coal.....	44-07	45-22	48-04	95-0	94-5	96-6	164-5	167-9	182-4			
Metallic ores.....	54-61	53-90	50-69	92-3	91-2	87-6	139-0	135-6	122-5			
Non-metallic minerals (except coal).....	46-36	48-16	43-62	137-3	123-9	150-6	234-8	220-2	242-0			
Communications	40-36	39-99	38-43	196-9	192-0	180-7	287-9	278-2	252-3			
Telegraphs.....	45-23	44-82	47-61	123-2	120-9	118-8	218-7	212-6	221-9			
Telephones.....	39-44	39-04	36-52	216-4	211-2	199-7	305-4	295-2	261-1			
Transportation	50-91	51-05	49-63	143-0	140-2	143-3	222-2	218-4	217-3			
Street railways, cartage and storage.....	45-46	45-86	42-56	156-3	154-1	142-0	240-6	242-5	221-7			
Steam railway operations.....	56-70	56-62	56-90	132-4	132-2	133-4	207-2	206-7	209-5			
Shipping and stevedoring.....	44-92	44-52	42-11	141-0	129-0	149-3	243-8	221-2	242-5			
Construction and Maintenance	40-17	40-95	38-14	124-6	113-7	119-9	217-4	202-2	198-7			
Building.....	42-87	44-79	40-03	159-6	150-5	147-4	239-4	235-9	205-3			
Highway.....	35-72	34-18	32-92	108-5	95-3	109-3	201-1	169-0	185-4			
Railway.....	41-52	42-91	43-94	92-3	82-6	92-2	193-3	178-8	204-0			
Services (as indicated below)	27-92	28-30	25-96	147-7	143-9	145-3	248-9	245-7	228-9			
Hotels and restaurants.....	26-22	26-41	24-68	152-6	147-9	152-8	264-8	258-5	249-7			
Personal (chiefly laundries).....	28-39	28-97	28-44	151-3	129-4	133-2	205-4	209-5	200-6			
Trade	36-91	37-06	34-39	144-5	143-2	138-1	223-7	222-4	200-6			
Retail.....	34-42	34-58	31-96	142-0	140-8	136-5	223-3	222-4	201-0			
Wholesale.....	43-22	43-34	40-32	154-3	152-7	146-1	224-3	222-5	199-8			
Eight Leading Industries	42-34	43-19	40-02	127-3	123-8	125-9	209-0	207-3	195-4			
Finance	41-57	41-21	39-64	144-2	143-9	139-1	206-7	204-5	189-9			
Banks and trust companies.....	37-08	37-11	34-83	154-9	154-8	147-8	220-5	220-6	197-1			
Brokerage and stock market.....	50-46	49-18	47-84	152-4	152-6	159-9	228-5	218-1	221-7			
Insurance.....	47-29	46-48	45-66	129-8	129-3	126-2	191-2	187-1	179-7			
Nine Leading Industries	42-31	43-10	40-01	128-0	124-6	126-4	208-9	207-2	195-2			

TABLE C-5—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	June 1, 1949			May 1, 1949		June 1, 1948	
	Women	Men	Women	Men	Women	Men	Women
	No.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	238,844	77.6	22.4	77.5	22.5	78.1	21.9
Animal products—edible.....	7,520	79.8	20.2	81.0	19.0	80.9	19.1
Fur and products.....	1,504	65.8	34.2	67.1	32.9	63.1	36.9
Leather and products.....	12,071	61.3	38.7	60.9	39.1	61.6	38.4
Boots and shoes.....	8,670	57.4	42.6	57.1	42.9	58.2	41.8
Lumber and products.....	6,512	92.0	8.0	91.6	8.4	92.3	7.7
Rough and dressed lumber.....	2,495	95.0	5.0	94.7	5.3	94.9	5.1
Furniture.....	1,934	89.2	10.8	89.2	10.8	90.4	9.6
Other lumber products.....	2,083	85.5	14.5	84.7	15.3	88.4	13.6
Plant products—edible.....	18,891	67.0	33.0	68.4	31.6	68.6	31.4
Pulp and paper products.....	22,173	80.6	19.4	80.3	19.7	81.0	19.0
Pulp and paper.....	2,581	94.8	5.2	94.6	5.4	95.4	4.6
Paper products.....	7,540	63.9	36.1	63.1	36.9	65.2	34.8
Printing and publishing.....	12,052	72.3	27.7	72.4	27.6	71.5	28.5
Rubber products.....	4,927	76.2	23.8	76.3	23.7	74.1	25.9
Textile products.....	88,341	45.6	54.4	45.4	54.6	45.4	54.6
Thread, yarn and cloth.....	21,358	63.8	36.2	63.6	36.4	61.2	38.8
Cotton yarn and cloth.....	8,815	61.8	38.2	61.4	38.6	59.9	40.1
Woolen yarn and cloth.....	3,041	58.2	41.8	57.8	42.2	56.7	43.3
Artificial silk and silk goods.....	4,982	69.2	30.8	69.3	30.7	65.6	34.4
Hosiery and knit goods.....	15,810	35.6	64.4	35.1	64.9	34.7	65.3
Garments and personal furnishings	43,561	30.0	70.0	29.8	70.2	30.6	69.4
Other textile products.....	7,612	54.1	45.9	53.8	46.2	54.9	45.1
Tobacco.....	5,883	42.0	58.0	43.3	56.7	44.2	55.8
Beverages.....	2,418	88.0	12.0	87.4	12.6	88.3	11.7
Chemicals and allied products.....	10,311	76.2	23.8	76.1	23.9	76.9	23.1
Clay, glass and stone products.....	2,519	88.7	11.3	89.0	11.0	87.8	12.2
Electric light and power.....	4,156	87.8	12.2	87.6	12.4	87.9	12.1
Electrical apparatus.....	15,109	71.5	28.5	71.5	28.5	71.8	28.2
Iron and steel products.....	22,147	92.5	7.5	92.5	7.5	92.8	7.2
Crude, rolled and forged products	1,764	95.5	4.5	95.5	4.5	95.3	4.7
Machinery (other than vehicles)...	3,410	88.4	11.6	88.7	11.3	88.9	11.1
Agricultural implements.....	1,015	94.5	5.5	94.5	5.5	94.7	5.3
Land vehicles and aircraft.....	6,484	94.4	5.6	94.3	5.7	94.5	5.5
Automobiles and parts.....	4,811	89.3	10.7	89.2	10.8	89.5	10.5
Steel shipbuilding and repairing...	554	96.5	3.5	96.6	3.4	97.1	2.9
Heating appliances.....	518	93.7	6.3	93.7	6.3	93.4	6.6
Iron and steel fabrication (n.e.s.)	874	92.2	7.8	92.2	7.8	92.4	7.6
Foundry and machine shop products.....	400	95.5	4.5	95.6	4.4	95.2	4.8
Other iron and steel products.....	7,128	84.6	15.4	84.8	15.2	85.2	14.8
Non-ferrous metal products.....	6,468	86.6	13.4	86.5	13.5	86.1	13.9
Non-metallic mineral products.....	1,304	91.5	8.5	91.3	8.7	91.7	8.3
Miscellaneous.....	6,590	62.6	37.4	63.1	36.9	66.2	33.8
Logging	924	98.3	1.7	97.6	2.4	98.2	1.8
Mining	1,981	97.6	2.4	97.7	2.3	98.0	2.0
Coal.....	238	99.0	1.0	99.1	0.9	99.0	1.0
Metallic ores.....	885	98.0	2.0	98.0	2.0	98.0	2.0
Non-metallic minerals (except coal)...	858	94.2	5.8	94.5	5.5	96.2	3.8
Communications	27,266	47.5	52.5	48.1	51.9	47.3	52.7
Telegraphs.....	1,564	81.4	18.6	81.4	18.6	80.3	19.7
Telephones.....	25,322	39.9	60.1	40.7	59.3	40.0	60.0
Transportation	11,016	94.0	6.0	94.0	6.0	94.0	6.0
Street railways, cartage and storage..	4,249	93.2	6.8	93.3	6.7	93.1	6.9
Steam railway operation.....	5,372	94.1	5.9	94.1	5.9	93.9	6.1
Shipping and stevedoring.....	1,395	95.5	4.5	95.6	4.4	95.7	4.3
Construction and Maintenance	4,485	98.1	1.9	97.9	2.1	98.0	2.0
Building.....	2,997	97.3	2.7	97.2	2.8	97.2	2.8
Highway.....	1,372	98.3	1.7	98.1	1.9	98.1	1.9
Railway.....	116	99.7	0.3	99.7	0.3	99.7	0.3
Services (as specified below)	36,072	48.6	51.4	48.5	51.5	48.2	51.8
Hotels and restaurants.....	22,407	50.7	49.3	50.3	49.7	50.8	49.2
Personal (chiefly laundries).....	12,581	38.4	61.6	39.0	61.0	42.6	57.4
Trade	109,598	61.6	38.4	61.2	38.8	60.7	39.3
Retail.....	90,947	55.6	44.4	55.2	44.8	53.9	46.1
Wholesale.....	18,651	76.9	23.1	76.6	23.4	77.4	22.6
Eight Leading Industries	430,186	78.8	21.2	78.3	21.7	79.1	20.9
Finance	41,693	52.9	47.1	53.0	47.0	53.5	46.5
Banks and trust companies.....	25,651	49.4	50.6	49.4	50.6	50.0	50.0
Brokerage and stock market operations.....	1,245	64.8	35.2	64.4	35.6	66.2	33.8
Insurance.....	14,797	56.8	43.2	57.1	42.9	57.1	42.9
All Industries	471,879	77.7	22.3	77.2	22.8	78.1	21.9

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly Rated Wage-Earners)

SOURCE: *Average Hours worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
June 1, 1945	44.3	44.7	43.9	70.3	77.5	61.4
June 1, 1946	42.0	42.1	41.9	69.1	75.1	63.3
June 1, 1947	42.9	43.0	42.7	79.9	86.2	73.4
June 1, 1948	41.7	41.6	41.7	81.4	98.4	84.4
July 1, 1948	42.0	42.3	41.6	92.3	99.2	85.2
Aug. 1, 1948	42.1	42.0	42.1	92.7	99.8	85.6
Sept. 1, 1948	41.7	42.0	41.5	93.4	100.9	85.8
Oct. 1, 1948	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949	40.8	41.1	40.6	99.1	106.5	91.5

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures (1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
June 1, 1945	32.81	31.14	35.76	34.64	29.48	26.95
June 1, 1946	31.67	29.02	33.79	31.62	29.80	26.52
June 1, 1947	36.52	34.28	38.91	37.07	34.32	31.34
June 1, 1948	40.49	38.11	43.03	40.93	38.12	35.19
July 1, 1948	41.03	38.77	43.89	41.96	38.36	35.44
Aug. 1, 1948	41.32	39.03	44.00	41.92	38.83	36.04
Sept. 1, 1948	41.33	38.95	44.44	42.38	38.46	35.61
Oct. 1, 1948	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948	43.59	41.47	46.88	45.18	40.52	37.60
*Jan. 1, 1949	42.12	39.46	45.23	42.97	39.19	36.13
Feb. 1, 1949	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949	43.20	40.43	46.01	43.77	40.56	37.15

¹ Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	June 1, 1949	May 1, 1949	June 1, 1948	June 1, 1949	May 1, 1949	June 1, 1948
Nova Scotia	43.5	44.1	42.2	92.8	87.9	85.8
New Brunswick	43.3	44.3	43.5	88.3	89.9	83.0
Quebec	41.9	44.1	43.8	90.0	89.3	82.5
Ontario	40.3	42.0	40.8	103.8	103.5	96.1
Manitoba	41.2	41.7	41.2	96.5	95.9	90.7
Saskatchewan	43.3	43.0	43.2	100.9	100.4	92.7
Alberta	41.3	41.6	42.0	101.0	100.1	92.6
British Columbia	37.4	37.9	37.4	118.5	119.0	108.7
Montreal	40.4	42.6	41.3	94.7	94.0	87.3
Toronto	39.2	41.2	39.4	102.8	102.5	96.0
Hamilton	40.4	43.0	40.8	112.9	111.2	102.4
Winnipeg	40.7	41.3	40.7	95.4	95.0	90.0
Vancouver	36.7	37.4	36.5	117.0	116.6	106.7

TABLE C-9—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	June 1, 1949	May 1, 1949	June 1, 1948	June 1, 1949	May 1, 1949	June 1, 1948	June 1, 1949	May 1, 1949	June 1, 1948
	No.	No.	No.	c	c	c	\$	\$	\$
Manufacturing	40-8	42-5	41-7	99-1	98-6	91-4	40-43	41-91	38-11
*Durable manufactured goods.....	41-1	42-7	41-6	106-5	106-2	98-4	43-77	45-35	40-93
Non-durable manufactured goods.....	40-6	42-3	41-7	91-5	90-7	84-4	37-15	38-37	35-19
Animal products—edible.....	43-9	42-8	43-7	94-3	95-2	85-4	41-40	40-75	37-32
Dairy products.....	47-3	46-8	47-1	73-9	74-6	74-6	34-95	34-91	35-14
Meat products.....	43-6	42-7	42-6	104-8	104-8	95-3	45-69	44-75	40-60
Leather products.....	38-2	40-8	37-4	75-1	74-2	70-4	28-69	30-27	26-33
Leather boots and shoes.....	38-2	41-1	37-2	72-4	71-4	67-1	27-66	29-35	24-96
*Lumber products.....	40-0	41-3	40-3	90-4	90-5	82-2	36-16	37-38	33-13
Rough and dressed lumber.....	39-9	40-6	39-8	94-7	95-5	86-3	37-79	38-77	34-35
Containers.....	41-2	44-2	41-1	79-9	80-2	74-1	32-92	35-45	30-46
Furniture.....	39-9	41-7	41-1	86-4	86-1	77-9	34-47	35-90	32-02
*Musical instruments.....	42-6	42-3	43-4	83-1	84-6	78-1	35-40	35-79	33-90
Plant products—edible.....	40-8	42-6	41-7	77-6	77-8	72-4	31-66	33-14	30-19
Flour and other milled products.....	42-3	44-1	43-5	95-1	94-2	86-9	40-23	41-54	37-80
Fruit and vegetable preserving.....	36-0	39-5	37-9	74-8	75-9	69-0	26-93	29-98	26-15
Bread and bakery products.....	44-4	43-9	43-7	77-7	77-3	72-5	34-50	33-93	31-68
Chocolate and cocoa products.....	38-8	42-2	39-6	67-5	66-6	63-0	26-19	28-11	24-95
Pulp and paper products.....	44-3	44-3	45-2	108-4	108-1	101-3	48-02	47-89	45-79
Pulp and paper.....	47-6	47-1	49-6	112-9	113-6	107-2	53-74	53-51	53-17
Paper products.....	41-2	42-4	41-1	84-2	83-7	80-1	34-69	35-49	32-92
Printing and publishing.....	40-5	40-7	40-0	115-0	113-4	102-9	46-58	46-15	41-16
Rubber products.....	38-8	40-3	40-9	107-7	106-0	99-5	41-79	42-72	40-70
Textile products.....	37-5	40-9	39-6	79-7	79-5	71-7	29-89	32-52	28-39
Thread, yarn and cloth.....	39-5	43-1	42-4	84-2	83-3	73-1	33-26	35-90	30-99
Cotton yarn and cloth.....	37-9	41-8	41-4	85-6	84-7	73-5	32-44	35-40	30-43
Woolen yarn and cloth.....	39-7	43-3	41-3	80-3	79-7	72-0	31-88	34-51	29-74
Silk and artificial silk goods.....	41-7	44-9	45-5	85-4	84-9	73-5	35-61	38-12	33-44
Hosiery and knit goods.....	37-2	40-3	39-9	73-7	73-8	66-7	27-42	29-74	26-61
Garments and personal furnishings.....	34-8	38-3	36-0	76-2	76-4	71-1	26-52	29-26	25-60
Tobacco.....	41-1	43-2	40-3	86-6	85-9	78-1	35-59	37-11	31-47
Beverages.....	41-9	45-2	43-8	98-1	98-4	90-2	41-10	42-51	39-41
Distilled and malt liquor.....	40-7	42-5	43-3	104-3	103-7	94-5	42-45	44-07	40-92
Chemicals and allied products.....	43-3	43-5	43-1	98-8	98-9	91-5	42-78	43-02	39-44
Drugs and medicines.....	39-0	40-7	40-3	82-5	81-2	76-2	32-18	33-05	30-71
*Clay, glass and stone products.....	44-2	44-9	44-2	96-6	96-1	89-3	42-70	43-15	39-47
Glass products.....	44-9	45-5	44-0	91-7	91-2	84-3	41-17	41-50	37-09
Lime, gypsum and cement products.....	45-6	45-8	45-8	96-4	95-7	88-5	43-96	43-83	40-53
*Electrical apparatus.....	39-5	41-1	40-4	109-9	109-8	98-8	43-41	45-13	39-92
Heavy electrical apparatus.....	41-9	43-3	42-5	120-0	119-9	106-1	50-28	51-92	45-09
*Iron and steel products.....	41-2	43-1	41-8	111-4	110-7	103-9	45-90	47-71	43-43
Crude, rolled and forged products.....	44-0	45-2	44-3	118-3	113-2	108-2	52-05	51-17	47-93
Primary iron and steel.....	44-4	45-5	44-7	120-6	114-3	110-4	53-55	52-01	49-35
Machinery (other than vehicles).....	40-7	43-3	42-2	104-0	103-3	95-0	42-33	44-73	40-09
Agricultural implements.....	41-0	43-8	41-1	114-8	115-4	109-9	47-07	50-55	45-17
Land vehicles and aircraft.....	41-0	42-3	41-3	115-2	115-9	109-8	47-23	49-03	45-35
Railway rolling stock.....	42-8	43-1	43-7	112-2	112-8	109-8	48-02	48-62	47-98
Automobiles and parts.....	38-2	41-0	39-0	122-0	122-5	112-4	46-60	50-23	43-84
Aeroplanes and parts.....	43-9	45-0	39-8	103-8	103-6	95-9	45-57	46-62	38-17
Steel shipbuilding and repairing.....	40-1	43-2	42-6	108-4	107-5	101-7	43-47	46-55	43-32
Iron and steel fabrication n.e.s.....	40-1	42-7	40-0	106-0	105-5	99-4	42-51	45-05	39-76
Hardware, tools and cutlery.....	41-1	42-8	40-7	97-3	97-3	90-2	39-99	41-64	36-71
Foundry and machine shop products.....	39-0	42-0	40-8	108-5	108-9	99-2	42-32	45-53	40-47
Sheet metal work.....	40-4	42-9	39-9	100-0	100-0	92-4	40-40	42-90	36-87
*Non-ferrous metal products.....	42-6	43-2	42-3	106-4	106-0	96-3	45-33	45-79	40-73
Smelting and refining.....	45-2	44-8	.....	114-5	114-7	.....	51-75	51-49	.....
Aluminum and its products.....	41-0	42-1	.....	96-9	97-3	.....	39-73	40-96	.....
Brass and copper mfg.....	40-6	42-2	41-6	104-5	103-2	95-5	42-43	43-55	39-73
Non-metallic mineral products.....	42-2	43-2	43-0	118-4	117-8	105-5	49-96	50-89	45-37
Petroleum and its products.....	41-7	42-5	42-4	126-7	126-5	119-9	52-83	53-76	47-45
Miscellaneous manufactured products.....	39-4	42-1	39-7	85-7	84-4	79-9	33-77	35-53	31-72
Mining	41-2	41-4	42-7	117-0	117-2	110-6	48-20	48-52	47-23
Coal.....	33-5	34-7	37-8	127-3	126-4	126-0	42-65	43-86	47-63
Metallic ores.....	45-4	44-6	45-1	116-0	116-2	108-4	52-66	51-83	48-89
Non-metallic minerals (except coal).....	40-9	42-9	44-3	103-7	104-4	93-9	42-41	44-79	41-60
Local Transportation	44-7	45-4	44-4	99-3	98-7	93-2	44-39	44-81	41-38
Building Construction	38-6	40-4	38-8	107-1	108-5	99-6	41-34	43-83	38-64
Highway Construction	38-1	35-2	37-2	85-0	86-2	78-9	32-39	30-34	29-35
Services (as indicated below)	41-8	42-3	42-3	64-2	63-9	59-5	26-84	27-03	25-17
Hotels and restaurants.....	42-7	43-0	43-1	63-5	63-1	59-4	27-11	27-13	25-60
Personal (chiefly laundries).....	40-1	41-1	40-6	65-8	65-4	59-9	26-39	26-88	24-32

* Industries classed in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c. the latest figures are as follows:—Apr. 1, 1949, 228-3; May 1, 1949, 227-5; June 1, 1949, 227-7; at June 1, 1948, the index was 201-3.

² Chiefly street and electric railways.

**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS
IN MANUFACTURING INDUSTRIES IN CANADA**

(Source: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour)

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.98	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.0	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.23	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April 1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949 ⁽¹⁾	40.8	99.1	41.43	133.8	129.9	103.0

Note: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

TABLE C-11—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N. S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1919.....	3.1	2.0	3.4	2.7	2.1	3.2	2.0	7.9	3.4
Average 1920.....	1.8	2.0	7.2	3.4	3.1	3.2	2.8	11.2	4.9
Average 1921.....	11.3	8.5	16.6	9.7	8.5	7.8	7.8	23.5	12.7
Average 1922.....	7.1	4.3	8.6	5.0	8.9	5.4	6.1	12.4	7.1
Average 1923.....	3.0	2.0	6.7	3.7	5.8	3.0	6.0	5.8	4.9
Average 1924.....	5.1	4.0	10.9	6.1	6.5	4.3	5.4	5.8	7.2
Average 1925.....	5.0	3.6	10.9	5.5	5.1	3.3	8.4	5.7	7.0
Average 1926.....	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1927.....	3.7	1.9	6.8	4.1	4.4	3.2	4.1	5.5	4.9
Average 1928.....	4.0	1.2	6.1	3.5	4.2	3.0	4.2	5.1	4.5
Average 1929.....	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1930.....	5.4	3.7	14.0	10.4	9.6	10.6	13.3	11.6	11.1
Average 1931.....	8.5	9.2	19.3	17.2	15.7	15.6	19.4	17.6	16.8
Average 1932.....	9.6	14.4	26.4	23.7	20.0	15.8	22.6	22.0	22.0
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.7	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	0.8	0.9	1.1	0.6	0.9	0.7	0.8	0.4	0.8
Average 1944.....	0.2	0.6	0.7	0.4	0.5	0.6	0.6	0.5	0.5
Average 1945.....	2.0	1.2	1.4	1.5	0.7	0.9	0.6	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	0.8	2.7	1.4
Average 1947.....	6.7	3.5	1.3	0.6	0.8	0.8	1.0	1.5	1.3
Average 1948.....	4.1	4.7	2.1	1.6	0.9	1.9	1.5	3.7	2.2
Mar. 1920.....	1.9	3.1	3.3	2.3	3.2	3.0	2.1	7.6	3.1
June 1920.....	0.6	0.4	3.1	1.6	1.4	2.2	1.2	5.8	2.1
Sept. 1920.....	0.3	0.1	7.6	1.9	0.5	0.1	0.6	5.1	3.3
Dec. 1920.....	6.9	11.0	19.6	12.3	7.8	10.1	9.2	11.6	13.0
Mar. 1921.....	17.9	11.7	16.0	13.0	10.5	12.1	9.8	34.6	16.5
June 1921.....	14.3	11.7	20.7	6.7	8.0	6.8	9.4	24.4	13.2
Sept. 1921.....	8.7	7.0	13.8	6.2	3.9	2.5	3.0	12.5	8.5
Dec. 1921.....	5.9	6.9	26.8	9.7	15.5	10.4	6.8	24.7	15.1
Mar. 1926.....	19.0	2.7	6.5	8.4	7.0	6.8	4.6	3.0	7.3
June 1926.....	3.8	1.6	8.9	1.9	2.6	0.8	4.9	2.6	4.1
Sept. 1926.....	1.1	1.6	7.1	1.8	0.5	1.1	2.0	5.4	3.3
Dec. 1926.....	3.2	2.2	7.6	5.6	4.3	2.1	6.7	7.5	5.9
Mar. 1929.....	6.2	1.4	7.9	4.5	9.2	7.3	4.9	4.8	6.0
June 1929.....	3.3	1.0	2.9	2.5	3.1	2.8	4.3	2.6	2.9
Sept. 1929.....	1.8	1.6	3.9	3.1	4.7	2.5	6.1	4.5	3.7
Dec. 1929.....	5.2	2.4	14.5	9.7	12.8	13.0	13.9	11.5	11.4
Mar. 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
Sept. 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Dec. 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Mar. 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
Sept. 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Dec. 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Mar. 1945.....	0.5	0.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5
Sept. 1945.....	2.0	0.5	2.4	0.5	0.4	0.4	0.3	2.4	1.4
Dec. 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	0.9	3.5	3.0
Mar. 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	0.8	1.5	0.7	0.4	2.3	1.3
Sept. 1946.....	0.9	1.0	1.0	1.0	0.5	0.4	0.5	1.5	1.0
Dec. 1946.....	1.5	0.3	1.4	0.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947.....	15.4	1.7	1.8	0.7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	0.5	0.5	0.4	0.5	0.3	0.8	0.8
Sept. 1947.....	4.9	0.8	0.6	0.3	0.5	0.2	0.5	1.1	0.7
Dec. 1947.....	3.6	8.4	2.2	0.9	1.1	0.6	1.5	2.0	1.7
Mar. 1948.....	6.1	3.9	2.7	3.1	1.0	2.8	2.9	3.8	3.1
June 1948.....	5.1	6.6	0.9	0.4	0.3	0.2	0.3	2.9	1.3
Sept. 1948.....	3.9	0.9	1.1	0.5	0.7	0.4	0.2	2.1	1.0
Dec. 1948.....	2.4	7.5	3.3	2.8	1.2	3.7	2.4	6.0	3.4
Mar. 1949.....	5.5	6.9	3.4	2.7	1.1	3.8	1.8	3.9	3.2
June 1949.....	1.9	1.8	1.7	1.5	2.6	1.9	1.2	2.8	1.8

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE INDUSTRIES BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment. Where "0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Lumbering and logging	Mining	Manufacturing industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric, current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and gloves workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
1919	.....	.....	3.3	2.3	1.6	1.6	1.6	.....	4.1	-0	1.5	1.0	0	2	.....	4.5	2.2
June 1920	.....	.....	2.7	8.0	1.7	1.7	1.1	.....	1.1	-6	1.1	1.8	.....	3.8	.....	3.4	0
June 1921	53.3	16.7	20.9	23.6	1.5	0	4.5	.....	1.8	46.6	2.3	68.6	.....	2.0	.....	23.5	23.2
June 1926	0	6.4	8.3	2.1	4.1	3.0	2.3	.....	6.5	31.4	19.0	33.2	19.8	1	.....	2.4	3.5
June 1929	0	4.6	2.3	2.4	1.8	1.3	2.0	.....	4.6	-8	0	8	.....	6.2	.....	1.9	1.6
June 1940	20.3	11.9	8.5	2.3	3.1	1.6	5.5	9.3	4.7	13.4	-5	17.6	10.0	17.2	4.1	7.1	1.6
June 1942	3.7	2.4	2.8	0	1.2	-8	5.5	.....	4.7	9.0	-5	13.3	.....	4.1	.....	1.1	1.1
June 1943	0	6.6	3.3	0	3	-2	1.9	0	4	-2	0	13.3	.....	0	.....	0	0
June 1944	0	3	1	1	1	-0	1.1	0	4	-2	0	3	.....	2.3	0	1.1	0
June 1945	0	4	7	0	0	0	1	0	2	-2	0	0	.....	0	0	1.1	0
June 1946	0	7	1.6	5	2	-2	3	1	6	-3	0	4	.....	1.8	0	3.1	5.7
June 1947	8	1.0	1.1	1.7	1	-4	3	1	7	-0	-1	4	.....	1.8	1	2.3	4.6
June 1948	1.0	1.3	1.5	1.5	1	-1	1	0	5.0	-2	-2	3	.....	0	0	1.7	2.2
June 1949	9.7	2.4	1.8	2	1.0	1.3	3	9	6.6	-8	1.2	4	1.5	3.8	0	2.1	3.9
March 1933	35.8	17.5	28.2	15.4	16.8	19.2	15.9	0	41.6	19.8	29.7	19.0	20.0	26.7	.....	35.3	35.7
June 1933	24.1	14.5	21.5	8	12.7	19.7	13.5	0	28.8	18.9	10.6	20.7	8.8	20.9	.....	30.6	14.0
September 1933	16.9	9.8	21.3	8.8	15.0	15.5	16.4	8.7	28.0	8.1	14.1	7.7	6.4	23.6	.....	25.6	16.7
December 1933	19.0	6.8	23.4	10.0	15.3	17.4	14.4	0	13.9	17.2	18.3	11.4	56.6	42.7	.....	25.3	23.3
March 1939	.....	.....	.....	8.5	7.7	8.7	6.1	0	8.4	11.6	12.4	11.4	12.4	25.8	-6	16.2	2.9
June 1939	10.1	14.7	13.5	4.7	5.5	4.5	7.1	0	8.0	19.0	8	20.3	24.1	17.8	0	14.7	7.4
September 1939	21.2	5.9	10.8	3.7	6.8	6.4	7.4	0	29.9	0.1	1.8	8.3	28.3	30.8	0	14.6	1.5
December 1939	23.0	5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.3	7	8.0	29.0	33.1	25.5	8.7	3.8
March 1944	8	7	3	1	3	3	2	0	8	1	0	2	0	2	0	3	1.4
June 1944	.....	0	3	1	1	0	1	0	2	-2	0	3	0	0	0	1	0
September 1944	0	5	1	4	4	-0	2	0	4	-0	-0	4	0	-1	0	0	0
December 1944	0	5	1	0	7	1.0	1	-2	4	-0	-0	0	0	0	0	-2	5.0
March 1946	4.2	7	1.8	5	4	4	4	0	2.3	-0	0	0	0	1.2	0	3.5	2.2
June 1946	.....	.....	1.6	5	2	-2	3	0	6	-3	1	4	5	1.8	0	3.1	4.6
September 1946	0	8	5	1	4	2	-2	-1	4	-5	1.2	0	2	3.0	0	2.0	3.0
December 1946	8.0	7	1.4	1	1.3	2.0	1	0	1.3	1	0	1	1.0	1.7	0	2.3	4.7
March 1948	27.3	8	2.0	1.5	4	5	3	8	3.4	-6	1	5	15.0	7.8	0	2.9	1
June 1948	.....	.....	1.5	1	1	1	2	3	5.0	-2	2	3	0	3.5	0	1.7	2.2
September 1948	4.5	4	1.2	1	2	2	3	0	2.1	-8	1.3	1	3.5	2.3	0	1.9	4
December 1948	66.2	5	3.5	2.5	1.5	2.0	6	0	10.7	-7	-0	5	28.6	5.7	0	4.9	4.9
March 1949	20.4	1.5	2.4	2.6	1.8	2.5	6	3	9.2	-2	3	1	8	6.4	2.5	2.5	4
June 1949	9.7	2.4	1.8	2	1.0	1.3	3	9	6.6	-8	1.2	4	1.5	3.8	0	2.1	3.9

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
August	1945.....	121,187	39,222	160,409	53,646	22,286	75,932
August	1946.....	64,452	43,040	107,492	125,855	34,485	160,340
August	1947.....	58,862	31,219	90,081	69,314	29,577	98,891
August	1948.....	30,499	19,709	50,208	63,553	32,715	96,273
September	1948.....	39,341	24,349	63,690	58,611	29,734	88,345
October	1948.....	41,047	22,870	63,917	56,725	30,607	87,332
November	1948.....	31,856	18,595	50,451	67,569	34,280	101,849
December	1948.....	17,841	10,808	34,649	92,144	37,403	129,552
January	1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February	1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March	1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April	1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May	1949.....	21,673	21,540	43,513	158,794	44,932	203,726
June	1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July	1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August	1949 ⁽¹⁾	18,043	19,313	37,356	97,157	42,090	139,244

(¹) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JUNE 30, 1949

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from June 2, 1949	
				Absolute	Percentage
Agriculture, Fishing Trapping.....	1,827	545	2,372	+175	+8.0
Logging.....	641	10	651	-29	-4.3
Pulpwood.....	184	4	188	+31	+19.7
Lumber.....	391	4	395	-61	-13.4
Other logging.....	66	2	68	+1	+1.5
Mining.....	1,042	36	1,078	-95	-8.1
Coal.....	71	1	72	-13	-15.3
Metallic ores—					
Iron.....	103	2	105	+60	+133.3
Gold.....	468	8	476	+118	+33.0
Nickel.....	12	—	12	—	—
Other metallic ores and non-metallic minerals.....	339	13	352	-291	-45.3
Prospecting.....	49	12	61	+31	+103.3
Manufacturing.....	4,319	5,024	9,343	-1,415	-13.2
Food and kindred products.....	723	510	1,233	-408	-24.9
Textiles, apparel, etc.....	450	3,049	3,499	-136	-3.8
Lumber and finished lumber products.....	761	91	852	-14	-1.6
Pulp and paper products and printing.....	465	283	748	-88	-10.5
Chemicals and allied products.....	146	149	295	-86	-22.6
Products of petroleum and coal.....	44	21	65	-44	-40.4
Rubber products.....	46	11	57	-45	-44.1
Leather and products.....	142	322	464	-107	-18.7
Stone, clay and glass products.....	161	57	218	-9	-4.0
Iron and steel and products.....	252	106	358	-82	-18.6
Non-ferrous metals and products.....	221	93	314	+13	+4.3
Machinery.....	232	53	285	-24	-7.8
Electrical equipment and products.....	149	123	272	-30	-9.9
Transportation equipment and other manufacturing.....	527	156	683	-355	-34.2
Construction.....	3,333	69	3,402	-397	-10.5
Transportation and Storage.....	1,498	133	1,631	-116	-6.6
Communications, and Other Public Utilities.....	236	319	555	-120	-17.0
Trade.....	2,638	2,471	5,109	-1,015	-16.6
Wholesale.....	827	479	1,306	-456	-25.9
Retail.....	1,811	1,992	3,803	-559	-12.8
Finance, Insurance, Real Estate.....	972	922	1,894	-402	-17.5
Service.....	4,098	12,214	16,312	-1,728	-9.6
Public.....	953	534	1,487	-472	-24.1
Domestic.....	133	5,607	5,740	-449	-7.3
Personal.....	1,810	5,589	7,399	-506	-6.4
Other service.....	1,202	484	1,686	-301	-15.2
All Industries.....	20,604	21,773	42,377	-5,142	-10.8

**TABLE D-3.—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY
OCCUPATION AND BY SEX, AS AT JUNE 30, 1949**

(SOURCE: Form UIC 757)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	831	342	1,173	4,248	935	5,183
Clerical Workers.....	1,399	3,515	4,914	6,188	12,531	18,719
Sales Workers.....	2,146	1,347	3,493	3,046	6,345	9,391
Personal and Domestic Service Workers.....	1,678	11,093	12,771	8,848	6,360	15,208
Seamen.....	34	.....	34	1,457	7	1,464
Agriculture and Fishing.....	1,909	50	1,959	1,060	211	1,271
Skilled and Semiskilled Workers.....	7,658	3,739	11,397	34,760	7,512	42,272
Food and kindred products.....	193	62	255	569	479	1,048
Textiles, clothing, etc.....	231	2,587	2,818	1,247	4,282	5,529
Lumber and wood products.....	857	1	858	1,953	100	2,053
Pulp, paper and printing.....	200	56	256	392	261	653
Leather and products.....	84	226	310	527	273	800
Stone, clay and glass products.....	49	5	54	93	14	107
Metalworking.....	635	45	680	5,580	297	5,877
Electrical.....	104	34	138	996	285	1,281
Transportation equipment, n.e.c.....	72	2	74	286	49	335
Mining.....	400	.....	400	699	.....	699
Construction.....	2,032	.....	2,032	7,341	.....	7,343
Transportation (except seamen).....	773	9	782	5,789	33	5,822
Communications and public utility.....	62	.....	62	203	.....	203
Trade and service.....	367	545	912	812	420	1,232
Other skilled and semiskilled.....	1,371	127	1,498	5,435	841	6,276
Foremen.....	74	11	85	714	127	841
Apprentices.....	154	29	183	2,124	49	2,173
Unskilled Workers.....	5,024	1,689	6,713	43,668	10,315	53,983
Food and tobacco.....	178	325	503	735	1,235	1,970
Lumber and finished lumber products.....	278	9	287	1,586	252	1,838
Metalworking.....	120	95	215	1,516	145	1,661
Construction.....	1,292	.....	1,292	5,351	1	5,352
Other unskilled workers.....	3,156	1,260	4,416	34,480	8,682	43,162
Total.....	20,679	21,775	42,454	103,275	44,216	147,491

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND
PLACEMENTS FOR THE MONTH OF JUNE 1949**

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place- ments
Agriculture, Fishing, Trapping.....	1,207	1,033	814
Logging.....	459	284	198
Mining.....	394	353	259
Manufacturing.....	5,578	5,511	3,680
Food and kindred products.....	1,260	1,274	808
Textiles, apparel, etc.....	844	689	431
Lumber and finished lumber products.....	762	730	533
Pulp and paper products and printing.....	475	495	328
Chemicals and allied products.....	212	216	134
Products of petroleum and coal.....	61	65	46
Rubber and products.....	71	63	41
Leather and products.....	160	148	85
Stone, clay and glass products.....	193	208	149
Iron and steel and products.....	314	319	214
Non-ferrous metals and products.....	226	224	163
Machinery.....	213	238	152
Electrical equipment and products.....	177	183	108
Transportation equipment and other manufacturing.....	610	659	488
Construction.....	3,484	3,524	2,748
Transportation and Storage.....	1,390	1,338	1,006
Communications, and Other Public Utilities.....	231	235	159
Trade.....	2,839	3,192	1,812
Finance, Insurance, Real Estate.....	402	467	227
Service.....	7,077	6,502	4,621
All Industries.....	32,061	22,439	15,524

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JUNE 3, TO JUNE 30, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland	156	78	2,416	162	100	—	5,359
Corner Brook.....	46	13	276	36	31	—	696
Grand Falls.....	3	—	312	1	1	—	684
St. John's.....	107	65	1,828	125	68	—	3,979
Prince Edward Island	325	230	549	305	184	28	1,119
Charlottetown.....	232	167	372	191	137	25	649
Summerside.....	93	63	177	114	47	3	470
Nova Scotia	2,660	1,241	5,009	3,047	1,602	464	9,225
Amherst.....	106	4	159	110	106	—	308
Bridgewater.....	73	42	137	59	23	3	312
Halifax.....	1,317	834	1,933	1,375	630	263	3,085
Inverness.....	21	1	40	20	20	—	89
Kentville.....	115	148	349	190	101	—	720
Liverpool.....	39	14	71	29	17	—	111
New Glasgow.....	478	51	755	630	361	107	838
Springhill.....	9	1	31	11	10	—	155
Sydney.....	371	84	1,098	473	256	86	2,561
Truro.....	95	52	298	118	48	4	476
Yarmouth-Shelburne.....	36	10	138	32	30	1	570
New Brunswick	2,617	1,005	4,283	2,612	1,715	309	8,142
Amherst.....	25	4	185	51	35	—	520
Campbellton.....	129	36	312	144	78	26	514
Edmundston.....	207	20	231	220	204	8	390
Fredericton.....	175	113	238	168	117	22	275
Minto.....	129	3	166	150	128	—	273
Moncton.....	1,133	485	1,559	1,148	692	154	2,445
Newcastle.....	69	16	214	80	57	—	429
Saint John.....	579	257	1,065	486	305	76	2,583
St. Stephen.....	41	31	137	49	27	1	450
Sussex.....	76	31	61	57	31	15	87
Woodstock.....	54	9	115	59	41	7	146
Quebec	18,132	10,617	25,851	16,324	9,857	768	42,495
Asbestos.....	37	274	238	25	15	—	394
Beauharnois.....	79	49	172	92	56	—	320
Buckingham.....	56	58	88	64	42	—	276
Causapscal.....	37	28	66	26	5	—	173
Chandler.....	37	56	95	29	27	7	428
Chicoutimi.....	254	103	569	269	148	35	787
Dolbeau.....	10	—	62	11	5	1	186
Drummondville.....	119	48	367	111	65	—	928
Farnham.....	59	83	82	20	20	—	227
Granby.....	86	27	656	103	71	—	1094
Hull.....	287	188	576	277	142	3	1,191
Joliette.....	206	201	311	246	81	—	550
Jonquière.....	70	24	206	47	33	—	514
Lachute.....	143	62	142	138	79	2	213
La Malbaie.....	108	47	123	86	58	—	168
La Tuque.....	408	54	387	276	268	2	239
Levis.....	111	77	583	137	71	1	1,512
Matane.....	69	51	102	54	23	4	238
Megantic.....	49	24	121	53	25	1	212
Mont Laurier.....	14	7	39	11	13	—	75
Montmagny.....	23	28	259	74	70	—	494
Montreal.....	10,821	6,717	11,068	8,738	5,622	446	13,809
Port Alfred.....	14	5	67	4	4	—	195
Quebec.....	1,406	623	2,759	1,926	820	93	5,000
Rimouski.....	31	15	115	33	25	—	327
Rivière du Loup.....	78	47	314	70	61	4	738
Rouyn.....	231	84	330	230	124	26	249
Ste. Agathe.....	154	67	130	166	120	2	32
Ste. Anne de Bellevue.....	58	15	120	56	43	—	127
Ste. Therese.....	71	37	139	111	80	—	167
St. Georges de Beauce.....	374	251	474	219	150	2	668
St. Hyacinthe.....	90	163	260	92	56	—	523
St. Jean.....	228	140	303	217	129	—	442
St. Jerome.....	356	133	397	270	197	—	1,408
St. Joseph d'Alma.....	27	3	84	28	25	1	289
Shawinigan Falls.....	254	41	485	320	195	—	966
Sherbrooke.....	681	182	1,145	730	375	110	1,908
Sorel.....	30	9	370	34	18	—	1,154
Thetford Mines.....	75	47	379	117	54	—	753
Three Rivers.....	361	215	862	404	162	11	2,045
Val d'Or.....	201	204	247	115	64	1	458
Valleyfield.....	152	72	301	134	104	—	517
Victoriaville.....	177	58	258	161	107	15	501

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JUNE 3, TO JUNE 30, 1949—continued**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario.....	38,668	18,503	48,189	37,076	21,824	4,581	41,471
Amnrior.....	129	51	105	128	79	10	71
Barrie.....	349	216	332	345	235	—	116
Belleville.....	232	56	470	339	132	42	549
Bracebridge.....	207	59	153	176	128	2	95
Brampton.....	99	45	128	107	93	—	117
Brantford.....	742	185	910	596	413	43	862
Brookville.....	120	14	183	148	102	9	113
Carleton Place.....	64	24	30	66	49	—	88
Chatham.....	448	142	504	431	279	38	305
Cobourg.....	150	49	254	192	150	4	136
Collingwood.....	128	41	146	120	110	—	130
Cornwall.....	384	111	529	345	240	19	791
Fort Erie.....	204	78	236	210	177	—	143
Fort Frances.....	110	40	127	82	38	18	107
Fort William.....	281	93	689	318	193	35	1001
Galt.....	182	98	310	166	113	10	348
Gananoque.....	81	8	72	79	40	25	38
Goderich.....	121	141	86	120	93	7	78
Guelph.....	293	164	474	287	33	10	430
Hamilton.....	2,224	1,285	3,605	2,679	1,140	433	2,853
Hawkesbury.....	52	23	110	44	22	2	183
Ingersoll.....	224	130	164	139	86	13	47
Kapuskasing.....	21	2	44	36	26	—	51
Kenora.....	60	39	83	41	46	—	168
Kingston.....	589	129	927	666	464	30	667
Kirkland Lake.....	251	75	516	349	122	42	454
Kitchener-Waterloo.....	692	489	572	578	364	25	305
Leamington.....	411	153	276	333	162	62	97
Lindsay.....	187	65	161	196	133	12	126
Listowel.....	60	55	84	60	43	—	77
London.....	1,982	1,026	1,979	2,119	1,099	247	810
Midland.....	168	87	222	143	92	4	181
Napanee.....	49	10	61	48	41	—	59
New Toronto.....	533	162	724	499	372	6	549
Niagara Falls.....	349	99	511	386	228	21	471
North Bay.....	475	112	492	411	289	36	253
Orillia.....	243	48	283	264	196	14	334
Oshawa.....	627	150	1,229	801	486	37	1,669
Ottawa.....	1,846	1,022	2,114	1,654	860	247	2,130
Owen Sound.....	143	41	392	146	84	16	571
Parry Sound.....	54	11	82	41	32	1	72
Pembroke.....	279	110	327	270	173	—	207
Perth.....	162	58	185	147	117	9	86
Peterborough.....	296	77	618	387	239	1	753
Pictou.....	54	20	44	56	31	1	57
Port Arthur.....	577	76	911	462	307	126	1,206
Port Colborne.....	94	35	197	105	63	8	350
Prescott.....	68	39	82	70	39	—	105
Renfrew.....	175	68	145	120	73	6	108
St. Catharines.....	806	197	1,157	778	479	131	1,098
St. Thomas.....	361	206	254	258	150	8	190
Sarnia.....	334	127	532	416	265	5	423
Sault Ste. Marie.....	277	58	362	294	219	8	333
Simcoe.....	303	206	187	172	113	—	112
Sioux-Lookout.....	100	38	83	78	48	8	66
Smiths Falls.....	114	27	183	145	73	14	140
Stratford.....	254	77	338	275	104	87	298
Sturgeon Falls.....	71	32	127	100	38	10	357
Sudbury.....	683	219	1,105	686	405	188	860
Timmins.....	537	215	727	613	339	127	707
Toronto.....	14,163	8,718	15,395	12,249	7,340	1,860	11,214
Trenton.....	188	62	241	263	166	1	286
Walkerton.....	62	61	64	36	15	—	134
Wallaceburg.....	176	7	223	193	130	47	176
Welland.....	280	114	431	226	116	34	802
Weston.....	448	172	381	358	240	—	133
Windsor.....	2,007	362	3,242	2,229	1,248	380	3,415
Woodstock.....	206	294	279	172	110	2	212
Manitoba.....	6,909	3,266	9,111	6,853	2,982	1,567	8,387
Brandon.....	880	655	597	619	365	44	389
Dauphin.....	217	40	298	220	71	112	164
Flin Flon.....	88	51	130	89	44	7	80
Portage la Prairie.....	130	95	189	114	46	9	205
The Pas.....	201	208	52	24	20	—	55
Winnipeg.....	5,393	2,217	7,845	5,787	2,436	1,395	7,494

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
JUNE 3, TO JUNE 30, 1949—concluded**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	4,257	2,176	5,505	4,311	1,987	786	4,040
Estevan.....	71	42	101	47	27	—	76
Moose Jaw.....	419	195	563	440	205	51	445
North Battleford.....	85	56	120	97	63	5	232
Prince Albert.....	320	164	405	347	177	17	548
Regina.....	1,913	761	2,087	1,893	930	449	696
Saskatoon.....	1,001	610	1,691	1,143	391	239	1,577
Swift Current.....	84	90	118	101	52	—	184
Weyburn.....	103	67	87	54	42	4	49
Yorkton.....	261	191	333	189	100	21	233
Alberta	7,772	3,145	9,051	7,861	4,200	1,091	5,286
Blairmore.....	235	92	220	198	184	—	100
Calgary.....	2,797	1,077	3,553	3,003	1,670	384	2,230
Drumheller.....	87	22	118	76	78	—	138
Edmonton.....	3,643	1,306	4,328	3,948	1,805	696	2,227
Edson.....	127	127	49	31	30	—	76
Lethbridge.....	673	348	560	452	310	11	316
Medicine Hat.....	116	100	115	78	67	—	121
Red Deer.....	94	73	108	75	56	—	78
British Columbia	10,748	2,975	17,618	11,204	5,722	1,454	21,768
Chilliwack.....	271	56	310	273	190	39	398
Courtenay.....	62	59	158	39	21	—	266
Cranbrook.....	150	55	160	173	120	—	77
Dawson Creek.....	136	24	154	120	124	—	58
Duncan.....	213	75	283	204	189	3	191
Kamloops.....	236	99	204	173	142	—	120
Kelowna.....	179	25	142	234	90	10	217
Nanaimo.....	126	22	365	139	68	32	301
Nelson.....	213	96	204	199	106	9	164
New Westminster.....	832	210	1,604	997	491	85	2,813
North Vancouver.....	498	16	1,058	495	118	326	1,011
Pentiction.....	211	28	200	219	133	8	201
Port Alberni.....	113	40	151	116	68	—	163
Prince George.....	415	68	403	444	345	15	287
Prince Rupert.....	306	58	262	282	201	3	159
Princeton.....	97	25	119	101	71	2	40
Trail.....	207	38	313	282	149	11	246
Vancouver.....	5,134	1,434	9,601	5,314	2,352	718	12,948
Vernon.....	286	102	270	220	202	4	207
Victoria.....	859	413	1,496	941	422	187	1,779
Whitehorse.....	204	32	161	149	120	2	62
Canada	92,244	43,236	127,582	89,755	50,173	11,048	147,232
Males.....	61,225	21,004	88,578	60,167	36,768	6,461	103,003
Females.....	31,019	22,232	39,004	29,588	13,405	4,587	44,229

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED
BY EMPLOYMENT OFFICES 1933-1949**

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (26 weeks).....	616,316	239,290	855,606	214,956	106,738	321,694

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES—MARCH 31, TO JUNE 30, 1949

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Total	
	Placements			Placements			Placements			Placements			Placements			Vacancies	Casual
	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual		
Agriculture.	4	3		123	97		138	77	2	121	79	9	621	329	9	6,414	3,864
Fishing, Trapping and Hunting.							206	14	6	7	218		1,457	306	15	838	496
Logging.				1	1		160	135		767	218		1,457	306	15	838	496
Pulpwood.....							140	16		702	191		1,457	306	15	838	496
Lumber.....							140	16		702	191		1,457	306	15	838	496
Other Logging.....							140	16		702	191		1,457	306	15	838	496
Mining.							220	323		30	17	1	205	78	14	265	226
Coal.....							220	323		63	63		1,054	403	1	987	684
Iron.....							335	330		61	61		1,054	403	1	987	684
Nickel.....							2	1					2			129	81
Other Metallic Ores and Non-Metallic Minerals.....							2	1					400	194	1	402	299
Prospecting and Oil Producing.....							1									162	146
Manufacturing.							1	1		2	2		643	205		31	137
Food and Allied Products.....	26	12		75	47		1,488	1,051	94	869	668	49	19,462	10,466	80	33,305	21,180
Textiles and Apparel.....	14	4		39	34		202	241	50	256	202	17	3,072	2,437	22	7,457	4,364
Lumber and Finished Lumber, Pds.				1	1		79	53	4	29	6	6	6,047	2,443	22	4,023	1,984
Pulp, Paper Pds. and Printing.....				11	3		80	6	3	157	157	9	1,608	1,013		2,995	1,814
Chemicals and Allied Products.....				4	1		46	31	1	254	207	4	1,318	841	12	2,967	1,788
Petroleum and Coal Products.....	7	7		4	1		14	11		9	9		723	380		1,688	878
Rubber Products.....							3	3					334	183		402	300
Leather and Leather Products.....										496	370	3	516	258		516	258
Stone, Clay and Glass Products.....	1	1		5	4		2	2		25	20		1,211	651	1	1,875	951
Iron and Steel and Products.....							10	9		16	15		512	312		1,416	452
Non-Ferrous Metals and Products.....							241	213	27	21	11	4	782	452	5	2,788	1,764
Machinery.....	3			10	10		10	10		16	7		768	448		1,379	926
Electrical Equipment and Products.....				11	11		85	84	1				776	501	13	2,273	1,412
Transportation Equipment and Other Manufacturing.....							11	9					328	159		2,080	1,172
Construction.	68	61	1	112	80		437	318	8	26	24		1,715	1,125		4,491	3,117
Buildings and Structures.....	21	14	1	91	68		1,232	1,003	52	2,196	1,818		9,921	7,284		19,460	13,330
Highways, Bridges and Streets.....				4	4		487	381	32	1,084	827		5,443	4,082		10,341	7,826
Railway and Maintenance.....							290	205		306	217		165	165		1,279	817
Other General Contractors.....				2			82	78		300	204		160	154		4,860	583
Special Trade Contractors.....	47	47		15	6		171	159		213	207		1,469	1,208	8	1,598	1,187
Public Utilities Operation.	4	1		34	34		202	182	20	182	147	14	2,492	1,775	29	5,382	3,417
Transportation and Storage.....				24	10		204	144	94	418	367	34	2,722	1,653	173	9,406	5,848
Communications and Other Public Utilities.....							230	111	73	407	341	31	2,161	1,406	160	7,703	4,619
Trade.	49	35		27	24		1	35	21	47	22	3	561	247	13	1,903	1,229
Wholesale.....	23	19		167	143		1,533	783	123	927	558	119	7,635	3,797	103	16,188	7,673
Retail.....	27	13		85	44		9	455	202	284	157	69	2,928	1,377	41	4,987	2,482
Finance, Insurance and Real Estate.				104	90		25	1,078	580	63	655	401	5,107	2,420	62	11,201	5,191
Public.....	467	267		116	12		84	32	4	87	55	9	1,265	475		2,735	1,029
Domestic.....	182	89		590	247		3,251	1,978	1,099	2,476	1,025	688	18,458	7,833	2,212	44,729	16,223
Personal.....	29	22		137	79		5	439	33	400	336	19	1,293	1,013	12	5,817	2,963
Other Service.....	128	66		219	116		1,128	584	97	900	452	75	6,071	1,542	1,944	14,864	2,419
Totals.	618	369	3	1,150	660		8,551	4,851	1,474	7,939	4,847	1,000	62,701	32,617	2,724	135,747	70,334
Men.	502	349	1	653	387		5,275	3,436	788	5,845	4,026	547	38,917	23,891	596	89,864	52,089
Women.	116	20	2	527	273		3,276	1,415	686	2,094	821	453	23,784	8,726	2,128	45,883	18,245

Industry	Manitoba				Saskatchewan				Alberta				British Columbia				Canada			
	Placements		Vacancies	Casual	Placements		Vacancies	Casual	Placements		Vacancies	Casual	Placements		Vacancies	Casual	Placements		Vacancies	Casual
	Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual			Regular	Casual		
Agriculture	1,252	792	16		2,535	1,536	10		3,247	3,165	22		1,078	721	1,553	55	10,663	619		
Fishing, Trapping and Hunting									14	16			12	11	98		70	17		
Logging	79	50	3		27	3			131	67			3,855	1,446	7,350		2,731	37		
Pulpwood	50	33	1		14	2			23	1			72	14	2,509		655	10		
Lumber	12	10			50	21			84	1			3,540	1,197	4,332		1,716	2		
Other Logging	17	7	3		13	6			46	9			243	235	509		360	25		
Mining	314	143			30	22			931	10			1,396	1,059	5,573		3,659	20		
Coal					14	12			48	6			22	6	1,019		866			
Iron	1								132	67			49		366		190			
Gold	252	108			5	4			308	206			453	516	1,802		1,329	6		
Nickel		33							90	62			84		1,173		153			
Other Metallic Ores and Non-Metallic Minerals									249	132				482	1,858		932			
Processing and Oil Producing	2				8	5														
Manufacturing	3,922	2,069	392		1,288	805	148		3,077	2,981	157		7,745	4,641	73,457		43,029	3,257		
Food and Kindred Products	1,050	593	86		666	435	77		1,080	715	57		1,032	681	15,136		8,585	558		
Textiles and Apparel	1,105	591	59		20	14	3		122	92	2		234	140	11,064		6,237	178		
Leather and Finished Lumber Products	339	145			130	82	12		665	434	53		3,216	2,310	9,000		4,027	400		
Pulp, Paper Products, and Printing	382	199	54		90	41	7		143	94	18		562	294	8,783		3,533	363		
Chemicals and Allied Products	135	92	16		27	18	2		52	31	15		135	107	2,621		1,498	99		
Petroleum and Coal Products	62	2			46	39			122	95	3		51	26	1,049		719	17		
Rubber Products	1								4	2	1		4		1,024		633	12		
Leather and Leather Products	40	15													2,267		1,225	19		
Stone, Clay and Glass Products	122	70	20		106	64	19		364	298	1		110	84	2,702		1,838	165		
Iron and Steel Products	150	96	7		7	10			117	55			130	89	4,209		2,687	132		
Non-Ferrous Metals and Products	109	61	19		115	66	24		176	122			623	507	3,183		2,140	72		
Machinery	104	49	26		29	18	2		65	26	5		149	115	5,513		2,212	129		
Electrical Equipment and Products	17	12			6										2,513		1,417	31		
Transportation Equipment and Other Manufacturing	257	169	10		34	20	2		147	8			86	48	2,513		1,417	31		
Construction	2,280	1,324	112		1,843	1,341	139		4,364	2,887	454		1,248	114	40,332		24,988	1,005		
Buildings and Structures	824	25			539	359	100		2,137	1,480	230		4,032	2,897	164		45,342	32,199		
Highways, Bridges and Streets	1,250	83			1,255	589	15		2,937	1,480	230		2,400	1,730	24,490		17,719	1,172		
Railway and Maintenance	34	52			200	179	15		554	379	77		461	336	3,597		2,521	140		
Other General Contractors	52				82	57			463	288	2		164	125	2,145		1,507	8		
Special Trade Contractors	760	470	56		316	219	24		1,037	95	4		218	166	3,958		3,101	30		
Public Utilities Operation	1,738	950	204		1,150	516	132		2,435	1,645	143		739	490	48		11,222	7,351		
Transportation and Storage	1,573	901	204		1,026	516	132		2,435	1,645	143		739	490	48		11,222	7,351		
Communications and Other Public Utilities	165	79			1,333	82	11		2,937	1,480	230		2,400	1,730	24,490		17,719	1,172		
Trade	3,859	1,704	878		2,763	1,275	623		3,633	1,834	666		4,591	2,561	451		41,350	20,333		
Wholesale	1,539	694	384		1,093	458	316		2,627	1,353	520		1,627	957	135		4,174	7,112		
Retail	2,320	1,010	494		1,670	817	254		1,010	1,086	136		3,004	1,604	316		27,176	13,221		
Finance, Insurance and Real Estate	560	219	34		230	89	14		439	232			9,402	3,163	2,813		6,012	2,421		
Service	8,326	2,529	3,034		2,556	1,386	507		9,243	3,691	2,191		9,402	3,163	2,813		6,012	2,421		
Public	1,453	891	62		1,170	678	10		1,623	1,180	6		3,004	1,604	316		27,176	13,221		
Domestic	3,056	209			2,291	1,497	198		3,201	1,307	6		9,402	3,163	2,813		6,012	2,421		
Personal	3,208	1,157			2,551	893	507		3,433	1,687	214		3,752	298	2,512		43,419	20,688		
Other Service	609	272	65		66	53			936	517	60		1,891	155	10,337		4,775	683		
Totals	22,272	9,855	4,674		15,874	7,869	2,472		27,855	16,341	3,649		35,543	18,967	4,751		318,280	166,775		
Men	13,135	6,650	2,135		10,748	5,968	1,393		19,344	12,963	2,094		24,400	14,081	2,899		208,773	123,820		
Women	9,137	3,255	2,459		5,126	1,901	1,079		8,511	3,381	1,555		11,053	4,886	1,852		109,507	42,955		

E—Unemployment Insurance

**TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS
FROM APRIL 1, 1948 TO JUNE 30, 1948 AND FROM APRIL 1, 1949 TO JUNE 30, 1949**

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,285	210,900	18,082	261,825
Quebec.....	54,643	869,818	56,695	887,554
Ontario.....	74,251	1,182,639	78,285	1,292,801
Prairie.....	39,177	443,371	41,062	461,090
Pacific.....	22,834	316,339	24,822	330,665
Total for Canada.....	206,190	3,023,067	218,946	3,233,935

**TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY
NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE,
AS OF JUNE 30, 1949**

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	73	43	2	6	19	3	.....
Male.....	66	42	2	5	14	3	.....
Female.....	7	1	.....	1	5	.....	.....
(Male).....	(3,916)	(1,389)	(131)	(372)	(548)	(1,324)	(152)
(Female).....	(174)	(83)	(9)	(18)	(24)	(40)	(—)
Prince Edward Island.....	502	77	52	69	63	51	190
Male.....	348	55	34	37	46	35	141
Female.....	154	22	18	32	17	16	49
Nova Scotia.....	6,586	1,032	391	1,067	1,292	851	1,953
Male.....	5,524	880	338	907	1,140	689	1,570
Female.....	1,062	152	53	160	152	162	383
New Brunswick.....	5,738	917	472	761	1,076	794	1,718
Male.....	4,690	804	410	652	879	646	1,299
Female.....	1,048	113	62	109	197	148	419
Quebec.....	32,408	6,047	3,469	4,987	5,588	3,607	8,710
Male.....	22,237	4,210	2,343	3,275	3,716	2,570	6,123
Female.....	10,171	1,837	1,126	1,712	1,872	1,037	2,587
Ontario.....	27,122	6,726	3,646	3,482	3,921	2,523	6,824
Male.....	17,890	4,810	2,431	2,422	2,419	1,505	4,303
Female.....	9,232	1,916	1,215	1,060	1,502	1,018	2,521
Manitoba.....	3,950	609	174	303	536	424	1,904
Male.....	2,188	295	67	126	233	229	1,238
Female.....	1,762	314	107	177	303	195	666
Saskatchewan.....	1,567	260	98	154	270	149	636
Male.....	950	154	55	112	157	79	393
Female.....	617	106	43	42	113	70	243
Alberta.....	4,766	960	310	421	696	1,639	740
Male.....	4,165	839	271	356	582	1,576	541
Female.....	601	121	39	65	114	63	199
British Columbia.....	12,513	1,887	881	1,422	2,099	1,548	4,676
Male.....	8,794	1,530	685	980	1,307	1,072	3,220
Female.....	3,719	357	196	442	792	476	1,456
TOTAL.....	95,225	18,558	9,495	12,672	15,560	11,559	27,351
MALE.....	66,852	13,619	6,636	8,872	10,493	8,404	18,828
FEMALE.....	28,373	4,939	2,859	3,800	5,067	3,155	8,523

N. B.—Newfoundland figures in brackets related to claims filed under the unemployment assistance plan included in the terms of Confederation.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JUNE, 1949

—	1942	1943	1944	1945	1946	1947	1948(1)	1949(1)
January.....	.....	4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	109,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	.....
August.....	1,855	1,870	3,241	20,557	25,115	17,281	32,182	.....
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	.....
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	.....
December.....	3,937	6,562	13,770	57,612	52,479	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	538,251

(1) Revised claims included. See Table E-3 for analysis of claims filed at Local Offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, JUNE, 1949

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	60 (2,297)	49 (1,925)	6 (143)	5 (229)	17 (1,195)	23 (510)	..... (9)	44 (1,419)
Prince Edward Island.....	217	103	90	24	184	33	2	46
Nova Scotia.....	3,725	1,575	1,705	445	2,961	691	50	772
New Brunswick.....	2,731	1,351	845	535	2,212	642	16	584
Quebec.....	16,953	8,959	5,276	2,718	13,604	3,590	311	4,653
Ontario.....	18,065	11,065	4,314	2,686	14,677	3,852	308	3,924
Manitoba.....	2,155	1,093	561	501	1,664	612	69	406
Saskatchewan.....	826	426	227	173	641	228	20	181
Alberta.....	1,222	661	315	246	1,051	301	21	271
British Columbia.....	7,160	3,628	2,554	998	5,069	1,661	132	1,796
Total Canada, June, 1949.....	53,114	28,910	15,873	8,331	42,080	11,633 ⁽¹⁾	929	12,677
Total Canada, May, 1949.....	63,692	37,586	15,089	11,017	51,064	14,306 ⁽²⁾	988	14,576
Total Canada, June, 1948.....	39,644	21,570	9,973	8,101	27,695	12,626 ⁽³⁾	1,060	9,222

⁽¹⁾ In addition, there were 369 special requests not granted.

⁽²⁾ In addition, there were 558 special requests not granted.

⁽³⁾ In addition, there were 406 special requests not granted.

N. B. Figures for Newfoundland shown in brackets relate to claims filed under the unemployment assistance plan included in the terms of Confederation with Canada.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of June 1948	Month of June 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	3,599	3,804	18,338
Not unemployed.....	2,037	473	1,443
Not capable of and not available for work.....	713	911	2,628
Loss of work due to a labour dispute.....	65	342	820
Refused offer of work and neglected opportunity to work.....	2,473	1,581	4,954
Discharged for misconduct.....	412	541	1,919
Voluntarily left employment without just cause.....	2,690	3,018	9,651
Other reasons ⁽¹⁾	637	963	3,345
Total.....	12,626	11,633	43,098

⁽¹⁾ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

⁽²⁾ In addition, 510 claimants in Newfoundland, under the unemployment assistance plan included in the terms of Confederation, were adjudged to be not entitled to benefit.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT, AMOUNT OF BENEFIT PAID, JUNE, 1949

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit paid	Amount of Benefit paid (in Dollars)
Newfoundland.....	45 (2,938)	25 (1,407)	787 (82,213)	2,055 (199,065)
Prince Edward Island.....	575	162	10,389	21,287
Nova Scotia.....	6,344	2,129	127,047	285,600
New Brunswick.....	6,116	2,097	124,662	285,851
Quebec.....	38,300	10,547	642,249	1,397,481
Ontario.....	31,152	10,542	498,535	1,101,245
Manitoba.....	5,627	1,494	101,358	216,920
Saskatchewan.....	1,933	542	37,143	79,298
Alberta.....	4,514	812	52,783	125,715
British Columbia.....	17,205	3,861	260,800	597,802
Total, Canada, June, 1949.....	111,811	32,211	1,855,753	4,113,254
Total, Canada, May, 1949.....	150,747	35,490	2,474,080	5,511,135
Total, Canada, June, 1948.....	75,767	22,781	1,350,735	2,599,716

N. B.—Newfoundland figures in brackets relate to claims filed under the unemployment assistance plan included in the terms of Confederation.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JUNE 30, 1949

Fiscal Year Ended March 31	RECEIPTS							DISBURSEMENTS		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	
	Stamps		Meter	Bulk	Total Employer and Employee	Government	Fines			
	\$	\$	\$	\$	\$	\$	\$			
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,037 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12	11,926,369 85	91,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,788 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,560,776 12	109,803,333 89	34,947,020 32	447,734,639 21
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	532,417,627 65
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01	537,464,962 40
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51
Sub Total.....	12,684,330 65	3,653,875 35	8,685,530 02	25,023,736 02	4,205,194 75	3,894 00	3,301,608 53	32,534,433 30	17,562,637 17	544,507,233 51
GRAND TOTAL.....	291,341,220 91	97,828,800 71	176,207,630 34	565,377,651 96	113,077,626 15	27,702 57	50,900,147 47	729,383,128 15	184,875,894 64	544,507,233 51

The column "Bulk" includes contributions for armed service \$43,938,299.45 and miscellaneous receipts \$2,136.90.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only)†
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	87.1		97.8	
1935.....		96.2	94.6	94.0	100.9	87.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	18.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
October.....	26.8	126.8	146.5	113.4	107.3	130.2	128.8	113.9	136.9
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
May.....	38.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	38.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	43.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.9	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	53.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF JULY, 1949

(BASE: August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	July 2, 1948	June 1, 1949	July 2, 1949						
Halifax.....	151.1	153.4	155.6	208.1	110.6	132.6	191.3	155.9	121.8
Saint John.....	155.3	157.2	158.5	198.9	116.0	134.2	191.6	155.2	127.8
Montreal.....	161.6	164.6	165.9	218.0	119.7	125.5	177.0	172.3	125.4
Toronto.....	153.6	156.1	157.8	200.3	121.3	144.2	183.0	163.3	128.0
Winnipeg.....	150.5	155.4	157.0	207.2	118.3	121.2	174.5	170.5	122.6
Saskatoon.....	158.4	162.5	163.5	215.1	123.9	137.0	187.0	172.5	121.3
Edmonton.....	151.2	155.8	158.4	216.3	110.8	114.6	186.8	162.2	124.9
Vancouver.....	159.2	162.0	163.6	214.2	114.8	139.7	192.9	161.2	130.2

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	May 1949	June 1949	July 1949	Price July 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	252.3	259.1	260.9	72.8
Beef, round steak.....	lb.	125.7	167.9	167.9	282.3	289.5	290.7	68.9
Beef, rib roast.....	lb.	125.5	174.3	174.3	283.9	290.9	291.7	67.1
Beef, blade.....	lb.	132.7	161.6	162.3	305.0	311.9	313.2	49.8
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	339.0	347.0	349.2	47.7
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	313.6	314.2	318.3	53.8
Lamb, leg roast.....	lb.	109.9	164.4	152.8	257.4	260.9	272.2	77.3
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	229.2	235.1	241.0	65.5
Pork, fresh shoulders, hook off.....	lb.	127.0	143.4	143.4	259.3	266.2	271.9	51.8
Bacon, side, fancy, sliced, rind on.....	lb.	132.3	141.5	142.5	229.5	231.4	234.9	74.9
Lard, pure.....	lb.	151.3	157.9	159.6	196.5	189.5	192.1	21.9
Shortening, vegetable.....	lb.	134.7	137.5	137.5	227.8	226.4	221.5	31.9
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	174.1	177.6	201.7	62.8
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	164.2	17.9
Butter creamery, prints.....	lb.	140.5	144.3	148.0	227.1	227.1	226.7	61.9
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	228.2	227.5	226.7	30.3
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour first grade.....	lb.	127.3	124.2	124.2	218.2	221.2	221.2	7.3
Rolled Oats, package.....	lb.	112.0	114.0	114.0	155.2	155.2	155.2	9.8
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	162.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	129.9	137.7	137.7	200.9	194.3	192.5	20.4
Peas, canned, 2's.....	tin	117.5	121.7	121.7	146.7	145.8	145.8	17.5
Corn, canned, 2's.....	tin	128.3	132.7	132.7	185.8	185.8	186.7	21.1
Beans, dry.....	lb.	129.4	133.3	133.3	262.7	262.7	260.8	13.3
Onions.....	lb.	108.2	142.9	126.5	138.8	179.6	200.0	9.8
Potatoes.....	10 lbs.	89.9	218.3	149.4	149.5	161.4	210.8	46.1
Prunes, bulk.....	lb.	115.8	120.2	120.2	154.2	186.0	187.7	21.4
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.2	127.2	128.5	19.4
Oranges.....	doz.	132.5	154.6	154.3	137.9	153.7	149.7	45.5
Lemons.....	doz.	111.3	147.7	148.6	136.0	140.0	143.7	46.7
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	148.0	147.3	147.3	24.2
Peaches, 20 oz.....	tin	101.5	105.1	106.1	142.6	142.1	142.1	28.0
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	142.1	142.1	142.1	19.3
Corn Syrup, 2 lb.....	tin	138.0	158.2	157.7	179.9	179.3	179.3	30.7
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	155.6	9.8
Coffee.....	lb.	141.6	131.4	131.7	188.8	188.8	188.8	63.8
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.5	176.5	176.5	51.9

* Descriptions and units of sale apply to July, 1949, prices.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	June 1948	Apr. 1949	May 1949	June 1949
All commodities.....	64.0	127.4	153.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	132.1	157.5	156.4	156.3
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	134.7	140.3	141.5	142.3
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	167.8	167.2	166.4	169.6
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	156.0	163.3	162.0	162.0
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	184.0	189.5	186.9	186.2
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	159.0	171.5	173.2	172.8
VI. Non-ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	143.9	149.0	134.7	135.6
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	133.6	136.7	134.5	133.9
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	116.0	125.2	124.0	122.0
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	141.1	143.6	143.5	144.4
II. Producers' Goods.....	61.5	119.0	130.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	132.3	134.7	134.3	134.8	137.6
III. Other Goods.....	62.7	133.3	168.8	101.4	91.1	70.0	77.2	92.2	94.6	113.9	133.2	132.0	136.4	135.0	135.6
IV. Producers' Materials.....	55.1	81.9	108.8	106.8	96.1	63.1	70.4	88.6	100.7	129.3	153.9	151.0	160.3	157.8	156.7
V. Building and Construction Materials.....	69.1	130.0	171.0	108.7	96.3	60.5	67.6	107.1	108.7	138.6	153.1	154.7	163.4	157.8	157.6
VI. Manufacturers' Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	168.4	195.7	194.7	203.7	202.8	203.2
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	155.9	160.8	159.5	160.2
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	138.1	142.0	142.3	142.1
*Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	140.3	126.1	126.8	128.5
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	143.9	177.6	183.0	183.4	183.4	184.8
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	155.2	147.6	148.0	149.6

The indexes for 1949, are subject to revision.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hook-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	73·0	66·8	63·7	50·7	48·7	.....	66·7	62·6	53·3	73·6
Nova Scotia—										
2—Halifax.....	75·4	69·5	63·9	49·2	47·6	40·7	75·7	67·2	53·5	70·4
3—New Glasgow.....	76·9	71·6	70·3	51·1	48·3	.....	.....	63·4	52·0	76·9
4—Sydney.....	84·0	74·4	65·6	55·8	49·9	.....	71·7	68·8	.....	72·3
5—Truro.....	68·8	63·2	63·3	45·2	45·5	.....	.....	65·2	49·3	74·8
New Brunswick—										
6—Fredericton.....	71·3	64·0	61·0	46·0	42·8	51·4	70·7	60·9	44·3	70·1
7—Moncton.....	74·0	68·8	68·1	48·2	42·7	.....	74·8	64·4	50·8	76·5
8—Saint John.....	76·9	71·6	64·7	49·6	44·6	50·0	78·4	67·2	51·6	72·6
Quebec—										
9—Chicoutimi.....	75·0	71·2	64·7	49·2	40·0	.....	.....	55·8	50·6	80·0
10—Hull.....	69·0	67·1	61·1	47·6	45·7	48·7	.....	62·3	51·4	67·2
11—Montreal.....	80·4	74·9	71·4	48·4	44·1	51·6	75·1	62·8	51·7	72·1
12—Quebec.....	80·0	76·7	69·1	47·7	45·9	52·7	72·0	57·2	48·3	66·8
13—St. Hyacinthe.....	70·6	63·9	63·0	43·9	35·4	.....	.....	59·5	47·0	74·3
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	75·5
15—Sherbrooke.....	77·5	71·3	67·1	48·4	38·3	55·8	.....	61·3	49·7	70·8
16—Sorel.....	76·4	71·4	70·0	43·3	46·3	.....	.....	62·3	48·3	72·0
17—Thetford Mines.....	66·8	68·1	.....	46·3	.....	.....	.....	55·6	46·5	.....
18—Three Rivers.....	81·3	73·4	63·0	44·6	39·1	.....	.....	59·5	47·0	69·7
Ontario—										
19—Belleville.....	70·3	69·0	67·3	51·7	51·7	.....	.....	64·0	52·0	70·7
20—Brantford.....	71·9	68·3	66·2	51·2	46·3	53·2	80·0	66·2	50·8	71·6
21—Brockville.....	74·9	72·0	69·3	49·3	49·9	.....	.....	68·9	54·3	76·6
22—Chatham.....	71·8	70·0	68·1	49·8	46·6	.....	.....	66·4	52·0	72·1
23—Cornwall.....	72·0	68·6	65·7	48·7	51·3	.....	.....	65·0	49·8	74·2
24—Fort William.....	69·4	66·0	70·0	51·3	48·3	.....	.....	69·2	61·0	79·9
25—Galt.....	70·2	67·6	65·0	50·4	46·4	58·7	.....	67·3	51·3	68·9
26—Guelph.....	72·9	71·0	69·0	52·4	50·6	55·0	76·7	67·7	48·9	69·7
27—Hamilton.....	73·3	70·7	69·7	51·3	48·9	59·0	82·1	66·5	49·1	69·6
28—Kingston.....	68·5	67·3	62·7	48·0	44·5	.....	72·0	63·8	47·0	69·4
29—Kitchener.....	71·9	69·9	65·9	50·2	48·5	54·0	77·6	66·7	50·1	71·9
30—London.....	73·1	71·2	65·1	50·5	47·1	53·0	81·3	65·9	49·1	71·1
21—Niagara Falls.....	71·0	67·9	66·5	49·9	49·3	.....	.....	65·5	50·0	71·2
32—North Bay.....	71·2	69·6	68·0	50·2	48·7	.....	.....	64·5	47·0	73·0
33—Oshawa.....	69·9	68·6	67·3	48·7	46·7	49·3	.....	62·7	47·4	66·4

COAL AND RENTALS BY CITIES, JULY, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per $\frac{1}{4}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolls oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	22.1	32.0	63.0	16.0	62.5	33.5	10.7	7.6	9.6	16.3
Nova Scotia—										
2—Halifax.....	24.6	32.0	68.9	19.0	64.5	31.6	10.8	7.7	11.3	15.9
3—New Glasgow.....	21.4	32.1	66.8	19.0	64.4	32.1	11.2	.....	10.1	16.5
4—Sydney.....	21.7	30.2	71.0	20.0	64.9	31.9	10.0	7.3	10.4	16.3
5—Truro.....	24.6	31.1	66.1	18.0	63.9	33.1	11.2	7.7	10.2	15.6
New Brunswick—										
6—Fredericton.....	22.5	31.5	67.9	17.0	64.0	31.8	11.3	7.5	8.7	15.1
7—Moncton.....	22.5	31.5	69.2	17.0	63.7	31.7	11.3	7.8	10.0	15.6
8—Saint John.....	21.9	31.9	69.8	18.0	65.0	32.6	11.3	7.8	9.9	15.0
Quebec—										
9—Chicoutimi.....	22.4	33.0	65.0	17.0	60.0	31.3	9.3	7.5	.....	16.0
10—Hull.....	19.2	31.2	65.4	18.0	59.6	29.5	10.0	7.0	10.4	14.3
11—Montreal.....	20.6	32.4	66.6	17.5	60.2	29.7	10.0	7.0	10.2	14.6
12—Quebec.....	21.0	32.1	66.8	17.0	60.5	31.0	9.0	7.0	10.5	14.9
13—St. Hyacinthe.....	20.3	31.6	65.0	16.0	59.8	30.1	9.3	7.3	10.9	14.7
14—St. Johns.....	22.3	31.2	69.7	16.0	60.7	31.0	8.7	7.5	10.4	15.0
15—Sherbrooke.....	23.0	31.0	69.7	17.0	59.2	31.0	10.2	7.5	10.3	15.6
16—Sorel.....	19.4	31.5	62.8	16.0	59.8	30.0	8.7	7.3	10.8	15.2
17—Thetford Mines.....	22.4	31.0	67.2	16.0	60.3	31.2	9.3	7.7	10.2	15.3
18—Three Rivers.....	20.0	30.7	68.1	17.0	58.9	31.0	8.7	7.2	10.1	15.8
Ontario—										
19—Belleville.....	21.2	31.6	59.1	17.0	62.0	30.0	10.0	7.4	9.6	14.5
20—Brantford.....	19.8	31.4	62.9	18.0	61.5	29.2	10.0	7.3	9.6	14.5
21—Brockville.....	21.7	32.1	62.7	18.0	61.2	29.6	10.0	7.4	10.1	14.4
22—Chatham.....	21.1	32.9	59.3	18.0	61.6	29.4	10.0	7.2	10.1	14.6
23—Cornwall.....	19.7	31.2	63.7	18.0	61.3	29.1	10.0	7.1	9.6	14.1
24—Fort William.....	21.7	30.8	63.0	20.0	62.8	31.0	10.7	7.1	9.6	14.8
25—Galt.....	19.8	32.4	61.9	17.0	61.6	29.4	10.0	7.4	9.7	14.8
26—Guelph.....	19.9	31.6	63.8	17.0	61.1	28.7	10.0	7.0	10.1	14.6
27—Hamilton.....	19.4	31.6	63.6	19.0	61.6	29.3	10.0	7.1	10.1	14.6
28—Kingston.....	20.4	32.1	61.2	18.0	60.6	29.7	9.3	7.2	9.9	14.5
29—Kitchener.....	20.1	32.2	61.5	17.0	62.1	29.1	10.0	7.3	9.7	14.2
30—London.....	20.5	32.0	59.7	17.0	62.0	29.5	10.0	7.1	10.0	14.3
31—Niagara Falls.....	20.8	32.4	65.7	19.0	63.2	29.0	9.3	7.3	9.7	14.8
32—North Bay.....	22.0	32.6	67.7	18.0	63.3	29.6	10.3	7.4	11.1	15.4
33—Oshawa.....	20.0	31.8	64.8	18.0	61.0	28.5	10.0	7.2	9.5	15.0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib roast, prime rolled per lb.	Blade roast per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, loose-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	72·0	68·7	68·7	50·5	47·3	50·7	77·2	65·2	54·1	75·1
35—Owen Sound.....	70·7	68·0	69·2	51·1	46·3	.....	.....	64·7	52·9	69·0
36—Peterborough.....	74·7	71·6	68·3	51·6	49·4	51·0	.....	65·4	52·4	72·6
37—Port Arthur.....	68·9	66·2	66·1	51·5	50·2	.....	.....	65·4	56·2	79·3
38—St. Catharines.....	69·2	68·4	65·6	50·8	48·4	58·3	.....	64·0	53·5	67·5
39—St. Thomas.....	72·0	68·5	65·9	51·4	47·3	50·7	.....	64·7	52·7	72·5
40—Sarnia.....	69·3	67·3	64·9	50·6	46·5	56·3	.....	64·1	50·6	69·2
41—Sault Ste. Marie.....	71·9	69·4	64·4	50·2	50·1	.....	.....	66·9	54·4	75·9
42—Stratford.....	68·4	67·4	67·4	47·8	45·2	.....	.....	65·6	48·7	71·1
43—Sudbury.....	72·0	70·2	66·6	51·7	52·1	.....	.....	66·3	53·9	72·3
44—Timmins.....	71·8	70·5	66·6	50·7	49·8	54·3	.....	65·0	54·5	69·3
45—Toronto.....	74·4	69·8	72·0	52·9	48·2	57·0	81·5	66·7	47·9	69·9
46—Welland.....	70·3	67·3	66·4	48·9	44·0	.....	.....	64·7	52·7	68·9
47—Windsor.....	71·1	67·7	65·2	49·0	49·6	.....	81·3	65·2	48·3	68·1
48—Woodstock.....	72·0	67·4	66·6	51·0	46·6	.....	.....	65·6	48·0	72·9
Manitoba—										
49—Brandon.....	72·3	70·7	.....	49·3	50·0	.....	.....	68·7	...	81·4
50—Winnipeg.....	70·1	64·5	66·7	48·4	47·6	48·7	78·1	65·2	53·6	78·1
Saskatchewan—										
51—Moose Jaw.....	67·3	64·9	66·3	49·9	48·0	53·5	71·7	64·6	48·7	82·3
52—Prince Albert.....	66·7	62·8	62·6	50·3	48·3	50·8	68·7	64·7	48·6	80·0
53—Regina.....	68·2	64·5	63·1	47·3	48·4	55·6	66·3	65·8	51·1	80·2
54—Saskatoon.....	65·4	62·1	64·6	49·5	47·9	57·2	.....	66·8	54·0	81·7
Alberta—										
55—Calgary.....	68·6	64·6	66·0	47·9	48·4	47·6	82·8	66·1	56·1	82·8
56—Drumheller.....	68·7	65·7	64·7	50·5	47·7	48·7	.....	71·4	56·4	84·8
57—Edmonton.....	67·5	62·8	64·3	45·6	46·3	54·6	73·7	65·0	52·4	81·7
58—Lethbridge.....	69·7	65·0	66·3	47·3	49·7	.....	.....	63·7	49·7	83·2
British Columbia—										
59—Nanaimo.....	82·8	76·6	79·6	55·4	57·4	.....	86·0	75·0	58·0	88·0
60—New Westminster.....	76·6	70·1	70·9	53·3	52·4	57·0	76·3	70·3	57·2	82·7
61—Prince Rupert.....	81·2	75·0	82·5	50·0	51·0	.....	.....	72·6	61·3	91·7
62—Trail.....	75·7	71·6	75·5	53·3	51·4	63·7	90·3	75·8	63·8	86·5
63—Vancouver.....	81·5	73·2	74·7	53·6	54·8	65·1	85·1	70·9	58·3	84·8
64—Victoria.....	83·2	74·0	75·3	54·6	55·9	63·8	89·8	72·3	54·7	83·2

COAL AND RENTALS BY CITIES, JULY, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Roll'd oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	20.1	31.4	64.7	18.0	61.3	30.0	10.0	7.2	9.9	14.6
35—Owen Sound.....	22.5	32.1	58.5	18.0	61.7	29.1	10.0	7.4	9.3	14.8
36—Peterborough.....	20.3	31.6	59.5	18.0	61.0	29.6	10.0	7.2	9.9	14.2
37—Port Arthur.....	21.9	30.0	65.0	20.0	63.3	30.6	10.7	7.2	9.0	15.1
38—St. Catharines.....	20.5	30.9	66.7	19.0	62.3	29.2	9.3	7.1	9.9	14.5
39—St. Thomas.....	20.9	31.3	63.1	18.0	62.8	30.4	10.0	7.4	9.9	14.5
40—Sarnia.....	20.9	32.4	62.3	18.0	61.9	30.1	10.0	7.1	10.0	14.8
41—Sault Ste. Marie.....	22.1	30.9	67.1	20.0	61.7	29.9	10.7	7.3	10.1	14.9
42—Stratford.....	21.3	32.6	58.6	18.0	62.1	29.9	10.0	6.8	9.9	14.9
43—Sudbury.....	21.5	32.0	69.7	20.0	62.2	30.3	10.7	7.6	10.3	15.1
44—Timmins.....	21.5	32.0	67.3	20.0	61.2	30.1	11.3	7.6	10.4	14.9
45—Toronto.....	20.7	30.9	64.2	19.0	61.3	28.4	10.0	7.1	9.6	14.1
46—Welland.....	20.3	32.0	62.6	19.0	62.4	29.3	10.3	7.1	9.7	14.4
47—Windsor.....	20.2	31.7	63.5	18.0	61.6	29.0	10.0	7.4	10.0	14.6
48—Woodstock.....	20.6	31.4	58.3	17.5	61.7	29.6	10.0	6.8	9.1	14.9
Manitoba—										
49—Brandon.....	23.6	33.6	56.3	16.0	60.4	31.1	10.7	7.3	8.2	15.6
50—Winnipeg.....	21.8	30.8	58.8	17.0	60.6	30.3	11.0	7.0	9.6	14.9
Saskatchewan—										
51—Moose Jaw.....	23.8	32.6	50.5	17.0	59.7	29.9	11.2	7.1	9.1	15.1
52—Prince Albert.....	24.1	32.6	53.3	17.0	60.6	29.5	9.6	7.4	8.7	14.7
53—Regina.....	23.8	34.3	52.0	17.0	59.2	30.9	11.2	7.2	8.4	15.1
54—Saskatoon.....	23.1	33.5	53.1	17.0	60.1	29.8	10.4	7.1	8.6	14.7
Alberta—										
55—Calgary.....	23.8	33.1	58.5	18.0	62.1	29.6	10.4	7.2	8.6	15.0
56—Drumheller.....	25.0	33.1	58.8	20.0	63.9	30.7	11.2	7.5	10.3	15.5
57—Edmonton.....	23.9	34.1	54.1	17.0	61.9	30.0	10.4	7.2	9.0	14.3
58—Lethbridge.....	22.9	32.6	58.8	18.0	62.0	30.7	11.2	7.2	9.2	14.9
British Columbia—										
59—Nanaimo.....	25.6	34.6	59.8	20.0	64.3	31.4	12.5	7.4	9.7	15.1
60—New Westminster.....	23.0	29.3	58.2	17.0	63.0	30.0	11.7	7.2	9.3	14.6
61—Prince Rupert.....	26.8	31.9	67.3	25.0	64.2	33.7	14.0	7.9	10.5	16.1
62—Trail.....	25.4	35.9	59.7	20.0	63.1	31.4	13.0	7.5	9.2	15.4
63—Vancouver.....	24.1	31.0	59.0	17.0	62.6	30.4	12.8	7.2	9.3	14.7
64—Victoria.....	24.9	30.6	61.1	19.0	63.6	30.9	12.8	7.6	9.6	15.1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 2½s (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	24.4	18.3	22.5	14.0	10.1	22.1	20.4	20.4	47.0	60.7	49.9
Nova Scotia—											
2—Halifax.....	23.6	17.5	21.4	13.7	9.8	33.8	21.8	18.9	45.8	45.1	48.3
3—New Glasgow.....	23.8	16.6	21.3	12.9	9.7	42.2	22.3	22.0	45.0	58.3	50.2
4—Sydney.....	20.3	17.6	21.9	12.7	10.7	34.3	21.0	19.4	52.4	53.9	47.1
5—Truro.....	21.6	17.3	20.5	13.2	9.6	33.1	22.5	19.4	44.7	52.5	49.7
New Brunswick—											
6—Fredericton.....	20.7	19.1	21.3	13.7	10.1	23.9	20.6	19.3	50.0	51.4	50.0
7—Moncton.....	21.7	18.8	22.4	13.1	10.2	24.7	21.2	22.5	44.8	49.6	50.5
8—Saint John.....	20.5	16.3	21.5	13.8	9.7	24.4	21.3	20.4	48.7	50.8	48.1
Quebec—											
9—Chicoutimi.....	17.5	19.7	22.4	14.3	10.7	32.0	.....	23.8	47.7	56.3	57.2
10—Hull.....	17.2	17.1	20.3	13.3	9.6	38.7	20.9	20.0	45.3	42.4	44.8
11—Montreal.....	16.2	16.4	19.1	12.9	9.4	34.9	22.2	20.4	47.4	41.7	45.5
12—Quebec.....	16.4	17.7	20.0	12.4	9.6	28.5	21.3	19.8	46.8	43.2	49.0
13—St. Hyacinthe.....	16.5	17.5	20.4	11.2	10.1	27.4	19.8	17.9	49.7	46.8	47.0
14—St. Johns.....	17.2	17.6	19.4	12.1	10.6	30.5	20.5	20.7	50.0	49.0	44.3
15—Sherbrooke.....	17.7	17.9	20.2	12.2	10.4	29.6	23.7	20.0	43.4	46.6	46.9
16—Sorel.....	18.1	17.3	21.2	11.6	9.6	39.8	21.5	20.0	52.9	45.7	45.3
17—Thetford Mines.....	18.4	17.7	21.3	11.9	11.0	21.4	20.0	17.9	52.0	53.0	49.5
18—Three Rivers.....	18.1	16.5	20.8	12.1	9.4	27.4	20.5	20.3	46.0	44.8	47.2
Ontario—											
19—Belleville.....	18.9	16.7	21.4	13.4	10.8	42.9	.....	17.8	53.0	39.7	44.9
20—Brantford.....	21.6	15.9	20.7	13.0	9.6	39.2	20.7	18.3	45.2	42.1	44.1
21—Brockville.....	19.5	17.3	21.4	13.1	8.9	36.3	16.9	18.2	47.4	44.8	46.1
22—Chatham.....	21.0	18.2	20.7	11.1	8.4	46.9	23.0	18.2	43.0	40.5	46.8
23—Cornwall.....	18.2	16.1	19.5	12.3	10.7	39.2	20.0	20.6	48.2	40.6	48.5
24—Fort William.....	18.9	16.8	20.7	13.0	9.2	40.1	21.1	21.5	43.0	50.4	48.3
25—Galt.....	19.0	17.0	20.9	14.0	9.1	51.2	22.2	17.9	42.7	41.3	44.3
26—Guelph.....	20.2	16.6	21.2	13.0	10.5	44.6	20.6	18.1	42.6	41.9	44.7
27—Hamilton.....	19.7	16.3	20.6	13.4	10.3	52.1	22.9	17.5	43.6	41.2	43.9
28—Kingston.....	17.8	16.1	20.5	13.9	10.7	49.1	21.5	18.0	44.5	41.2	46.2
29—Kitchener.....	19.8	18.5	20.8	12.7	8.5	46.7	22.3	18.2	44.4	41.1	45.1
30—London.....	19.5	17.7	20.5	13.0	7.7	52.4	21.3	17.9	44.4	44.9	42.9
31—Niagara Falls.....	18.7	17.6	20.9	13.7	10.2	46.7	.....	17.7	42.7	42.4	45.5
32—North Bay.....	20.4	17.1	22.6	12.6	9.9	47.7	.....	.....	45.0	42.3	49.6
33—Oshawa.....	18.6	17.7	20.2	13.3	9.4	53.6	22.4	18.6	49.8	45.0	44.6

COAL AND RENTALS BY CITIES, JULY, 1949

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	29.1	39.5	35.8	9.6	9.4	71.7	50.2	.....	15.37	26.00-30.00(b)
Nova Scotia—										
2—Halifax.....	29.5	40.5	32.7	9.4	9.4	70.2	49.8	.....	16.75	29.00-33.00
3—New Glasgow.....	29.4	43.6	33.8	9.8	9.8	74.4	50.4	.....	.....	16.00-20.00
4—Sydney.....	29.3	42.1	33.4	10.1	10.0	71.8	50.9	.....	10.85	20.50-24.50(b)
5—Truro.....	28.5	40.5	33.6	9.3	9.4	70.7	52.2	.....	15.25	.....
New Brunswick—										
6—Fredericton.....	28.1	44.7	32.6	9.7	9.6	68.9	50.0	.....	16.45	21.00-25.00(b)
7—Moncton.....	29.2	42.9	32.1	9.9	9.9	67.4	49.9	.....	16.13	27.00-31.00(b)
8—Saint John.....	28.3	39.8	32.4	9.7	9.5	68.7	50.6	.....	16.50	22.00-26.00(b)
Quebec—										
9—Chicoutimi.....	33.4	41.3	36.8	10.0	9.7	73.7	54.0	21.75	.....	.....
10—Hull.....	26.3	38.4	29.8	9.3	9.3	63.8	53.4	21.50	.....	.....
11—Montreal.....	27.3	38.9	29.3	9.0	9.4	67.0	52.9	22.75	.....	25.00-29.00(b)
12—Quebec.....	30.1	42.2	30.9	9.0	9.0	64.4	53.3	21.25	.....	29.00-33.00(b)
13—St. Hyacinthe.....	28.1	38.1	30.2	9.0	8.9	60.5	53.7	22.00	.....	.....
14—St. Johns.....	27.6	37.5	30.3	9.0	9.0	63.0	52.2	20.00	.....	.....
15—Sherbrooke.....	28.3	39.9	31.0	9.0	9.0	63.7	53.1	22.25	.....	21.50-25.50(b)
16—Sorel.....	29.7	40.5	30.8	9.0	8.7	66.6	52.8	21.50	.....	.....
17—Thetford Mines.....	29.6	38.3	33.2	9.1	9.0	64.7	52.1	23.50	.....	.....
18—Three Rivers.....	28.0	39.4	30.8	9.1	9.0	66.4	53.4	22.00	.....	.....
Ontario—										
19—Belleville.....	29.0	35.3	28.4	9.7	9.6	61.3	52.4	21.75	.....	.....
20—Brantford.....	27.5	35.3	28.1	9.8	9.8	62.9	52.4	21.25	.....	23.50-27.50
21—Brockville.....	28.6	36.7	29.3	9.5	9.5	63.3	52.3	22.00	.....	.....
22—Chatham.....	27.0	37.0	28.2	9.7	9.8	64.4	53.4	22.00	.....	23.00-27.00
23—Cornwall.....	29.5	39.2	29.1	9.1	9.1	62.0	51.6	23.25	.....	.....
24—Fort William.....	25.8	42.2	30.3	9.9	10.1	61.6	51.2	.....	23.00	29.50-33.50
25—Galt.....	27.3	33.0	28.0	9.9	9.7	62.6	53.6	21.50	.....	25.50-29.50
26—Guelph.....	27.5	34.9	28.0	9.7	9.6	63.3	53.4	21.25	.....	24.00-28.00
27—Hamilton.....	25.7	33.6	28.1	9.3	9.4	62.7	52.9	20.50	.....	30.00-34.00
28—Kingston.....	29.4	36.1	28.6	9.1	9.1	64.4	52.0	22.00	.....	33.50-37.50
29—Kitchener.....	27.6	35.6	27.3	9.9	9.8	58.2	53.6	21.50	.....	30.00-34.00
30—London.....	28.1	33.9	28.2	9.8	9.6	60.6	51.8	22.00	.....	28.50-32.50
31—Niagara Falls.....	24.8	35.0	28.2	9.6	9.6	62.0	53.2	19.63	.....	30.00-34.00
32—North Bay.....	26.8	38.3	32.8	10.0	9.9	66.5	52.8	24.00	.....	24.00-28.00
33—Oshawa.....	26.4	34.7	27.6	9.5	9.3	65.3	53.2	21.50	.....	27.50-31.50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 2½ s (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	17·6	17·0	20·3	12·7	10·0	40·0	22·9	19·6	41·5	41·9	44·9
35—Owen Sound.....	20·3	16·2	21·0	13·3	10·5	58·2	18·7	18·1	42·0	42·1	45·3
36—Peterborough.....	18·3	16·2	20·0	12·7	9·8	46·9	21·8	17·8	41·6	39·4	46·4
37—Port Arthur.....	18·1	17·8	20·8	13·1	9·7	46·5	23·1	21·8	41·2	49·4	49·0
38—St. Catharines.....	20·1	17·7	20·8	12·8	9·1	45·9	22·3	17·9	41·3	39·1	44·2
39—St. Thomas.....	20·5	18·7	21·2	12·2	10·7	42·6	20·4	17·4	44·7	41·9	45·1
40—Sarnia.....	21·8	18·6	21·6	13·3	8·9	46·7	21·0	17·7	45·4	42·2	47·0
41—Sault Ste. Marie.....	20·9	17·7	21·0	12·7	10·1	45·7	23·0	19·4	41·4	40·0	47·6
42—Stratford.....	21·3	17·4	20·8	13·7	11·5	56·5	21·6	17·3	45·7	41·4	45·3
43—Sudbury.....	18·1	16·3	21·8	13·0	9·8	36·5	20·5	19·1	50·1	43·4	47·7
44—Timmins.....	17·8	16·7	21·6	13·8	11·4	37·5	20·6	20·5	42·7	42·4	48·2
45—Toronto.....	18·4	15·7	20·1	13·6	9·6	47·8	21·7	17·9	44·9	40·4	42·7
46—Welland.....	19·1	15·8	20·7	12·9	9·5	44·7	21·6	18·5	44·0	40·6	44·3
47—Windsor.....	19·5	18·0	20·2	12·4	8·6	47·1	22·4	18·9	41·0	45·4	44·8
48—Woodstock.....	20·1	17·3	20·5	12·1	10·3	48·5	21·4	17·2	42·2	39·7	45·7
Manitoba—											
49—Brandon.....	21·6	18·6	21·1	15·6	9·6	53·3	20·2	19·7	47·3	54·4	.....
50—Winnipeg.....	19·5	17·9	21·0	14·1	9·5	53·9	20·7	20·2	45·7	49·6	57·9
Saskatchewan—											
51—Moose Jaw.....	21·0	18·0	21·4	14·6	10·3	61·4	22·2	20·1	46·7	46·3	.....
52—Prince Albert.....	22·9	18·1	21·8	14·6	11·0	45·2	20·2	20·3	52·5	57·3	59·3
53—Regina.....	21·3	19·3	21·2	13·6	10·0	66·2	22·3	20·8	49·3	48·5	58·9
54—Saskatoon.....	22·0	16·8	22·1	13·8	9·9	64·0	22·4	20·1	42·6	51·9	.....
Alberta—											
55—Calgary.....	23·0	17·0	20·3	14·0	9·4	67·8	21·6	20·1	47·0	58·3	54·3
56—Drumheller.....	.....	17·7	20·3	14·3	9·6	75·4	21·5	20·2	46·5	57·0	59·0
57—Edmonton.....	23·1	17·7	20·4	13·7	9·7	75·8	21·1	20·4	43·7	49·8	57·8
58—Lethbridge.....	23·1	16·7	19·0	13·0	9·1	61·9	21·9	19·5	45·3	61·2	52·5
British Columbia—											
59—Nanaimo.....	25·0	18·9	23·2	15·6	9·7	68·5	22·5	18·0	45·2	51·0	47·7
60—New Westminster.....	22·9	18·2	23·3	14·5	8·3	62·4	19·6	18·2	38·0	41·9	47·2
61—Prince Rupert.....	27·1	21·4	24·7	15·8	9·8	75·6	23·8	20·5	49·8	54·9	55·0
62—Trail.....	27·0	20·0	21·3	17·7	10·2	63·9	22·8	22·0	44·5	62·6	57·7
63—Vancouver.....	24·0	17·3	22·3	13·6	8·0	57·2	20·7	19·2	39·0	43·4	56·0
64—Victoria.....	25·6	18·7	22·4	14·9	9·1	66·8	21·0	20·0	52·0	41·3	51·2

COAL AND RENTALS BY CITIES, JULY, 1949

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.0	37.8	28.4	9.2	9.3	61.1	52.4	21.50	.....	34.00-38.00
35—Owen Sound.....	28.1	35.7	29.2	10.0	10.0	68.0	53.1	21.50	.....	19.00-23.00
36—Peterborough.....	27.0	37.1	28.1	9.5	9.4	64.1	51.5	22.13	.....	27.50-31.50
37—Port Arthur.....	27.7	43.1	30.3	10.0	9.9	59.9	51.2	.....	23.00	24.50-28.50
38—St. Catharines.....	25.0	34.2	27.0	9.5	9.2	60.4	52.7	21.50	.....	29.00-33.00
39—St. Thomas.....	28.7	38.3	28.7	9.9	9.9	63.6	53.3	21.50	.....	22.00-26.00
40—Sarnia.....	28.4	36.8	29.3	10.1	10.1	63.0	52.9	21.25	.....	.....
41—Sault Ste. Marie.....	27.5	39.4	30.9	10.0	9.8	60.8	52.6	22.00	.....	25.00-29.00
42—Stratford.....	28.1	35.9	29.5	9.9	9.9	63.7	52.6	21.00	.....	.....
43—Sudbury.....	27.9	39.0	30.9	9.9	9.8	61.7	52.9	22.50	.....	32.00-36.00
44—Timmins.....	28.8	40.3	31.6	10.1	9.9	60.7	52.6	25.75	.....	31.50-35.50
45—Toronto.....	25.9	36.5	26.7	9.4	9.3	63.3	52.6	20.75	.....	35.50-39.50
46—Welland.....	25.3	32.4	29.0	9.5	9.4	59.8	51.9	20.50	.....	.....
47—Windsor.....	27.3	34.0	28.7	9.8	9.7	63.5	52.3	21.50	.....	27.50-31.50
48—Woodstock.....	28.0	36.2	27.9	9.9	9.9	63.2	52.2	21.50	.....	.....
Manitoba—										
49—Brandon.....	28.6	42.4	32.7	11.2	11.2	64.8	51.3	.....	16.25	23.50-27.50
50—Winnipeg.....	26.9	40.4	29.9	10.6	10.6	55.4	49.8	.....	17.45	30.00-34.00
Saskatchewan—										
51—Moose Jaw.....	29.3	41.3	34.0	11.2	11.2	63.0	49.8	.....	14.50	27.00-31.00
52—Prince Albert.....	29.3	43.9	33.3	11.4	11.4	63.2	51.3	.....	14.75	21.00-25.00
53—Regina.....	28.3	41.4	32.0	11.0	11.5	64.2	54.2	.....	15.33	30.00-34.00
54—Saskatoon.....	28.6	43.2	33.3	10.9	11.5	62.2	50.8	.....	14.40	24.50-28.50
Alberta—										
55—Calgary.....	27.6	41.1	33.3	10.5	11.0	61.1	50.2	.....	12.40	27.50-31.50
56—Drumheller.....	29.8	45.5	35.7	11.1	11.7	66.2	49.8	.....	.....	23.50-27.50
57—Edmonton.....	27.4	40.9	32.0	10.7	11.3	62.7	50.0	.....	8.20	27.00-31.00
58—Lethbridge.....	28.2	41.7	32.3	10.1	10.9	61.4	51.8	.....	8.35	25.00-29.00
British Columbia—										
59—Nanaimo.....	28.6	36.7	30.8	9.9	10.7	62.7	50.5	.....	.....	19.00-23.00
60—New Westminster.....	26.6	35.4	30.0	9.1	9.3	57.3	49.8	.....	17.05	21.50-25.50
61—Prince Rupert.....	30.3	37.1	34.2	10.4	10.4	65.0	51.0	.....	19.25	21.00-25.00
62—Trail.....	28.4	41.0	33.1	10.1	10.4	59.4	50.1	.....	15.63	23.50-27.50
63—Vancouver.....	26.7	33.9	29.3	9.3	9.3	59.4	48.9	.....	17.03	27.00-31.00
64—Victoria.....	28.4	37.1	29.8	10.0	9.9	60.6	49.7	.....	18.25	23.50-27.00

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c) Averages include prices for cuts with bone-in.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-JULY, 1949 †

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10‡	10	1,811‡	1,811	9,700	-01
February.....	6	9	6,711	7,235	71,732	-09
March.....	8	10	1,228	5,978	135,725	-17
April.....	9	18	785	7,877	139,500	-17
May.....	15	23	4,028	10,540	174,150	-22
June.....	15	27	4,138	11,359	141,084	-18
July.....	10	18	7,336	12,501	57,744	-07
Cumulative totals.....	73		26,037		729,635	-13
1948						
January.....	19‡	19	12,729‡	12,729	135,835	-17
February.....	8	14	1,858	11,058	140,130	-17
March.....	9	15	1,360	3,845	57,133	-07
April.....	12	18	2,152	4,678	51,269	-06
May.....	13	22	1,157	3,204	39,754	-05
June.....	16	29	2,048	3,804	34,337	-04
July.....	13	26	6,368	8,338	77,588	-10
Cumulative totals.....	90		27,672		536,046	-09

* Preliminary figures.

‡ Strikes untermminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts in Progress Prior to July, 1949				
MINING— Asbestos miners, mill-workers, etc., Asbestos, P.Q.	1	2,000	2,000	Commenced February 14; for a new agreement providing for increased wages, elimination of asbestos dust, welfare and pension plan, extension of vacations with pay, pay for nine statutory holidays, following reference to provincial conciliation; terminated July 2; conciliation, provincial and the Archbishop of Quebec, and return of workers pending reference to arbitration; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1949 ⁽¹⁾—Con.

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to July, 1949—Con.				
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i> Bakery workers, Windsor, Ont.	1	115	1,000	Commenced June 29; for a union agreement providing for increased wages, time and one-half after 8 hours, and minimum pay of 48 hours per week for salesmen; terminated July 13; return of workers pending reference to provincial conciliation; indefinite.
<i>Printing and Publishing</i> Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	(3) 41	859	(3) 12,800	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; untermi- nated.
<i>Miscellaneous Wood Products—</i> Sash and door factory workers, Saskatoon, Sask.	2	39	20	Commenced June 25; for a new agreement providing for increased wages; terminated July 2; negoti- ations; compromise.
<i>Metal Products—</i> Metal factory workers, Hamilton, Ont.	1	19	300	Commenced May 25; alleged discrimination in dismissal of three workers, and for union recognition and agreement; unterminated.
Railway car factory workers, Hamilton, Ont.	1	1,500	17,000	Commenced May 26; for a new agree- ment providing for increased wages retroactive to March, 1949, and reduced hours; terminated July 14 (work resumed progressi- vely to July 21); conciliation, provincial, and return of workers pending further negotiations; indefinite.
Electrical apparatus factory workers, Toronto, Ont.	1	383	1,100	Commenced June 23; for a new agreement providing for increased wages and reduced hours; termi- nated July 6; conciliation, provincial, and return of workers pending further negotiations; indefinite.
TRANSPORTATION—				
<i>Water—</i> Seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports	.....	(4) 250	5,000	Commenced March 22; for a union agreement providing for increased wages, reduced hours, changes in working conditions, preferential hiring arrangements, etc., following reference to conciliation board; unterminated.

Strikes and Lockouts Commencing During July, 1949

MANUFACTURING—				
<i>Rubber and Its Products—</i> Tire factory workers, Hamilton, Ont.	1	1,200	1,800	Commenced July 15; for a new agreement providing for 40-hour week, time and one-half on Satur- day and double time on Sunday; terminated July 18; return of work- ers pending settlement; indefinite.
Tire factory workers, Kitchener, Ont.	1	1,217	1,500	Commenced July 26; protest against suspension of maintenance man for one week following dispute over job classification; terminated July 27; return of workers pending further negotiations; indefinite.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING JULY, 1949 (1)—Con.

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During July, 1949—Con.				
<i>Boots and Shoes (Leather)— Shoe factory workers, Toronto, Ont.</i>	1	137	600	Commenced July 25; alleged delay in negotiations for a new agreement providing for increased wages; unternminated.
<i>Metal Products— Foundry workers, North Sydney, N.S.</i>	1	32	64	Commenced July 22; misunderstanding over group-accident insurance plan and extreme heat; terminated July 23; return of workers; in favour of employer.
Farm implement factory workers, Toronto, Ont.	1	3,728	12,000	Commenced July 26; against dismissal of a worker, president of union, for alleged infractions of terms of agreement; terminated July 29; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
Farm implement factory workers, Brantford, Ont.	1	705	90	Commenced July 29; to attend mass meeting <i>re</i> strike of farm implement workers in Toronto; terminated July 29; return of workers; in favour of employer.
CONSTRUCTION— <i>Buildings and Structures— Carpenters, Coverdale, N.B.</i>	1	12	24	Commenced July 25; for prevailing rates on job sub-let to non-member of Moncton Construction Association; terminated July 26; conciliation, provincial; in favour of workers.
TRANSPORTATION— <i>Electric Railway and Local Bus Lines— Bus drivers, mechanics, etc., St. John's, Nfld.</i>	1	90	1,050	Commenced July 6; for a union agreement providing for increased wages, revision in hours of work, etc., terminated July 21; conciliation, provincial, and return of workers pending reference to board of inquiry; indefinite.
<i>Other Local and Highway— Taxi drivers, Saskatoon, Sask.</i>	1	16	96	Commenced July 24; for a new agreement providing for increased wages, etc., as recommended by conciliation board; unternminated.
SERVICE— <i>Business and Personal— Laundry workers, Windsor, Ont.</i>	4	199	1,300	Commenced July 11; inter-union dispute <i>re</i> union affiliation; terminated July 19; return of workers under terms of present agreement; in favour of employers.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) Workers involved in Ontario—569—time loss 11,350 days.

(4) Workers involved in Quebec—290—time loss 1,450 days.

(5) Estimated; see article elsewhere in this issue.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE SECOND QUARTER OF 1949, BY GROUPS OF INDUSTRIES AND CAUSES

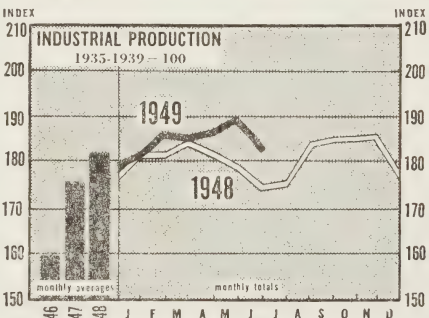
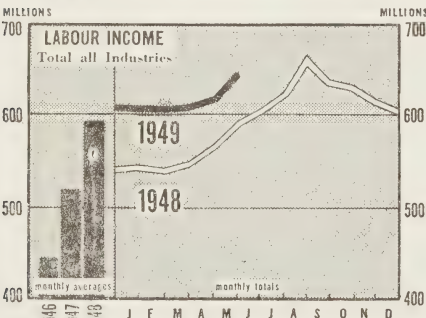
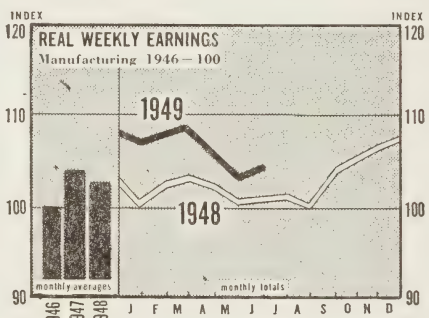
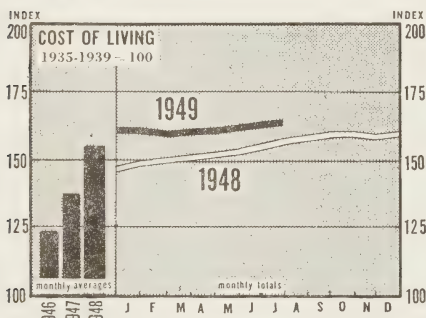
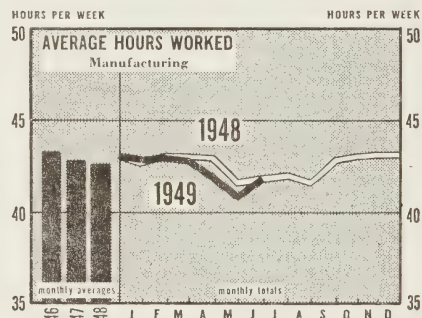
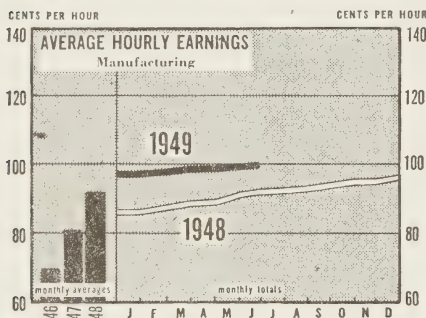
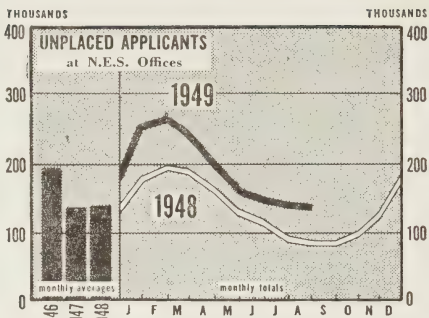
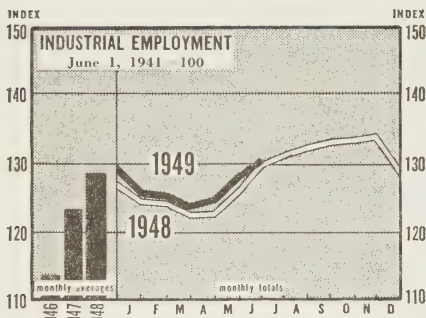
CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....	...	2	...	1	2	...	...	...	1	...	...	...	6
Working machines.....	...	...	...	...	3	1	...	1	2	...	...	...	6
Hoisting apparatus (elevators, conveyors, etc.).....	...	1	...	...	...	2	...	...	1	...	...	...	7
Dangerous substances (steam, electricity, flames, explosions, etc.).....	3	4	...	1	3	2	5	2	1	...	1	1	23
Striking against or being struck by objects.....	2	4	...	3	3	...	...	2	...	1	...	...	15
Falling objects.....	3	7	...	8	1	4	...	...	...	...	1	...	24
Handling of objects.....	...	...	...	...	...	...	...	...	...	...	...	...	...
Tools.....	...	...	...	...	...	...	...	...	...	...	...	...	...
Moving trains, vehicles, watercraft, etc.....	16	5	...	6	8	9	...	33	8	...	4	2	91
Animals.....	...	...	...	...	...	...	...	...	1	...	1	...	2
Falls of persons.....	3	6	...	5	7	10	3	4	1	...	7	...	46
Other causes, (industrial diseases, infections, lightning, cave-ins, etc.).....	4	1	4	9	18	2	...	3	...	...	10	...	51
Total, second quarter—1949.....	31	30	4	33	47	30	8	45	15	1	24	3	271
Total, second quarter—1948.....	20	51	6	47	62	47	8	50	6	...	30	1	328

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE SECOND QUARTER OF 1949

INDUSTRY	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....	...	...	2	1	1	17	3	3	3	1	...	31
Logging.....	1	...	3	1	5	2	...	3	3	18	...	30
Fishing and Trapping.....	1	1	...	...	...	...	...	2	...	...	...	4
Mining, Non-ferrous Smelting and Quarrying.....	...	...	6	...	1	11	1	...	4	10	...	33
Manufacturing.....	1	...	1	...	5	30	1	1	2	6	...	47
Construction.....	...	...	1	...	7	8	1	...	4	9	...	30
Electricity, Gas, and Water Production and Supply.....	...	...	1	...	2	4	...	...	1	...	...	8
Transportation and Public Utilities.....	1	...	...	2	8	15	4	3	4	7	1	45
Trade.....	...	...	...	...	2	5	1	1	2	4	...	15
Finance.....	...	...	...	...	...	1	...	...	2	...	...	1
Service.....	1	...	3	10	1	...	2	6	1	24
Unclassified.....	1	1	1	...	3
Total.....	4	1	15	4	34	103	12	11	23	62	2	271

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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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Assistant Editor: John Mainwaring

Circulation Manager: C. E. St. George

Volume XLIX

Number 10

October, 1949

The Labour Month in Brief

Economic conditions were favourable in Canada during the summer. Employment and earnings were at, or close to, record levels. The cost of living reached a new high point at the first of August, and then dropped slightly. Time loss from industrial disputes was low for the time of year.

Employment

Employment conditions were very favourable for most Canadian workers during the month of August. Slightly over 5,000,000 persons held jobs early in June and this number was increased during July and August. Unemployment at the June date was only two per cent of the labour force. However, a few localized areas of labour surplus had developed in the Maritime, Quebec and Pacific regions because of declining operations in the logging and fishing industries.

Moreover there was not as acute a demand for some types of workers as there was last year, and there was thus an increase over last year in the number of unplaced applicants for employment registered at offices of the National Employment Service. From a total of 139,244 at August 1, 1949, the number declined to 137,294 at September 1, and then rose to 140,892 at September 22. The total for September 23, 1948, had been 87,207. More settled employment conditions were indicated by the decided drop in labour turn-over and absenteeism and the record degree of labour peace.

Seasonal operations, particularly those in agriculture, were foremost in the employment scene during August. Each year at this time, thousands of temporary jobs, generally at good wages, become available in agriculture to workers in all parts of the country (*See also* p. 1210). The grain harvest in the Prairies brings these employment opportunities to a peak creating jobs not only for farm hands, but for domestics, clerks in farm equipment stores, grain shovellers and other workers. Added to

this are the hundreds of jobs which yearly develop in the summer and fall months in food canning plants. Employment in agriculture at this time totalled just under 1,200,000 in 1948 while fruit and vegetable canning plants (with 15 or more employees) employed some 22,000 workers.

The Dominion Bureau of Statistics employment index, covering non-agricultural employment, showed a slight advance over the previous month at August 1, but was below the level of the corresponding month last year. The decrease from last year, which was limited to 0.9 per cent, was the first to be recorded in a 12-month comparison in a lengthy period. Despite this decline in employment, payrolls showed a rise of 5.6 per cent over August 1, 1948.

The advance general index number of employment, based on 1926 as 100, was 199.0 as compared with 198.9 on July 1, and 200.9 a year ago. Construction and certain other non-manufacturing industries reported greater activity at the beginning of August, while manufacturing was generally quieter than a month earlier.

Industrial Relations

During August, 1949, time loss from strike activity was the lowest for any August since 1941. More than half the time loss during the month was caused by one work stoppage of lithographers in various centres in Ontario and Quebec. Preliminary figures for August, 1949, show 19 strikes and lock-outs, with 4,541 workers involved and a time loss of 35,451 man-working days. These figures were at about the same level as the previous month; but showed a considerable reduction from August, 1948, when there were 31 strikes, with 7,617 workers involved and a loss of 110,625 days.

In the field of federal jurisdiction further direct negotiations took place during August between the major railways and various railway unions over demands concerning wages and hours of work. Minor difficulties were encountered in connection with ship-

ping on the Great Lakes but the final pocket of strike action affecting Canadian-manned vessels abroad was liquidated.

Cost of Living

The Dominion Bureau of Statistics cost-of-living index declined from its record peak of 162·8 at August 1, to 162·3 at the beginning of September.

As has been the case for several months the change was due principally to foods, which declined 2·2 points after rising 10·7 points in the preceding four months. The drop in the food index to 207·0 was mainly of a seasonal nature, with declines occurring in vegetables, lamb, beef, pork, eggs and oranges.

Of the other sub-group indexes, three advanced fractionally and two were unchanged. The clothing index rose from 183·2 to 183·5, following the appearance of the Fall lines of woollens and footwear while fuel and light advanced 0·6 points to 130·1, as a result of slightly higher prices for coal and coke. Rentals moved from 123·4 to 123·9 reflecting the results of an August survey of urban rents. Home furnishings and services remained unchanged at 167·4 as did the index of miscellaneous items at 128·9.

Earnings

Average weekly wages of hourly-rated wage-earners employed by leading manufacturing establishments in Canada at July 1 amounted to \$41.38 as compared with \$40.43 at the beginning of June when the observance of holidays had affected the situation.

The average hourly earnings fell by one-tenth of a cent from June 1 to July 1 to 99 cents at the latter date. This was the first decline shown since March 1, 1946; the June 1 and July 1 averages, however, were the highest in the record.

Production

The Bureau's index of industrial production dropped from a peace-time high of 189·2 in June to 182·8 in July, the decline being attributed largely, if not entirely, to the closing of factories for employee vacations in the mid-summer months. The standing of this year's July index was eight points above last year's July figure of 174·8.

For the same reasons the decline from June was most noticeable in the sub-index for manufacturing which fell from 198·8—also a peace-time high—to 190·7 in July.

Population and Labour Force

Canada's population reached 13,545,000 at June 1 this year, an increase of 662,000 over

a year earlier, according to the annual estimate of the Dominion Bureau of Statistics. The exceptional rise is the combined result of the entry of Newfoundland into Confederation and the continued high rate of natural increase and immigration. Newfoundland's population added 348,000 to the Dominion's total, while the net gain of the nine other provinces from natural increase and immigration less emigration amounted to 314,000, the largest for a year on record.

There were approximately 342,000 children born in the nine provinces during the 12 months ending June 1 this year, while deaths numbered 117,000, giving a natural increase of 225,000. Nearly 125,000 immigrants entered Canada, while somewhat over 30,000 persons emigrated.

Canada's labour force also continued to grow. In June this year it reached an estimated total of 5,121,000, an increase of 91,000 over a year earlier and 209,000 over two years earlier, according to the quarterly survey by the Dominion Bureau of Statistics.

Of the total labour force, an estimated 5,018,000 were employed in June this year, making an increase in the number of persons at work of 70,000 and 197,000 in a year and two years, respectively. The estimated number unemployed this year was moderately higher at 103,000—about two per cent of the total labour force—as compared with 82,000 in 1948 and 91,000 in 1947.

These labour force data are obtained by the Bureau from a sample survey of households, carried out in June, which covers a scientifically selected sample of the civilian population exclusive of those living in institutions. For the purposes of the survey, all persons who are employed or looking for work during the survey week are included in the labour force. In addition to those actually at work, persons with jobs from which they were temporarily absent because of vacation, illness, bad weather, labour disputes or layoff of less than 30 days, or who were waiting to report to a job, are counted as employed. The unemployed are those who were looking for work but did not work in the survey period.

The proportion unemployed in June this year, as in previous surveys, was lowest in Ontario and the Prairie Provinces at 1·5 and 1·1 per cent of the labour force, respectively. The Maritimes continued to show the highest rate of 4·1 per cent, while British Columbia at 2·2 per cent and Quebec at 2·5 per cent were only moderately above the average of two per cent for the country as a whole.

NOTES OF CURRENT INTEREST

Minister of Labour suggests bases of industrial peace

Five fundamentals in the outlook of trade unions and employers towards labour-management relations were listed by the Hon. Humphrey Mitchell, Minister of Labour, in an address delivered at a Labour Day luncheon given by Directors of the Canadian National Exhibition at Toronto on September 5.

Referring to the Labour Department's labour relations legislation and its sponsorship of labour-management production committees, Mr. Mitchell said that "these practical contributions to good labour relations . . . will not be of much avail unless there is the right mental outlook both on the part of trade unions and employers.

"For example," he continued, "there ought to be:

"A complete acceptance by the employer of the right of his employees to bargain with him through the union of their choice.

"On the part of the union—leadership that will adhere to the rule that, once a bargain is made, it must be loyally kept during its contractual period. That too, is a rule that applies to employers.

"Willingness on the part of both sides to compromise when the true interests of both will not be affected.

"Acceptance of the viewpoint that there is a common objective.

"Recognition of the rights and interests of the general public."

Mr. Mitchell declared that if these five fundamentals are observed, "then it should be comparatively simple to develop co-operation between unions and employers and to assure security of the particular industry and of the workers personally without sacrifice of the liberty of either."

During the past 50 years, the Minister pointed out, "there has been greater co-operation between labour and management than there has been disagreement. If that were not so, we would not have advanced so far industrially as we have to this point in our history as your exhibition so strikingly emphasizes. Actually the breaks between labour and capital which have led to the closing down of plants have been vastly fewer than the settlements reached around the conference table. It is hard to eradicate minority stubbornness on either side and so we have had, and probably will continue, to have though in a lessening degree, disagreements with which to cope . . .

"A small number of persons have been using their trade union positions to advo-

cate ideas that have nothing to do with true trade unionism. Responsible labour leaders are aware of the situation and it will not be long, I hope, before destructive elements have been completely cleaned out of the labour movement.

"All the unwise men are not on labour's side, however. I have met short-sighted, unrealistic men on the management side as well, men who have been responsible for unnecessary industrial strife. These are the people who warmly support their own organizations of employers but consider that trade unions are an unnecessary evil.

"However, on both sides these elements are in the minority. The majority can sit down together and iron out any difference if the will to do so is there."

Report of Labour-Management Co-operation Service

Steady progress in promoting the formation of Labour-Management Production Committees was reported by the Labour-Management Co-operation Service of the Industrial Relations Branch of the Department of Labour for the quarter year ending June 30, 1949. The total number of committees of which the Service had a record on that date was 632. This compares with a total of 250 at the end of 1944, when a record of committees was instituted, and of 346 at the end of the war. The tables below show the distribution of LMPC's, and number of workers represented, by provinces and by industries as of March 31, 1949.

During the quarter ending June 30, 1949, two new booklets were issued, in English and French, by the Service. One of these, "Partners in Production—Volume 2," contains statements from representatives of management in Canadian industries on their experience with LMPC's under present day competitive business conditions. It supplements "Partners in Production" published by the Industrial Production Co-operation Board in January, 1946, which dealt with the wartime activities of Labour-Management Production Committees. The other booklet, "The Story of Five LMPC's," describes briefly the structure and accomplishments of LMPC's in five industrial plants, with statements by both management and trade union officers on the effectiveness of the committees.

Other publicity undertaken by the Labour-Management Co-operation Service during the quarter included the preparation of articles for publication in financial and trade papers concerning special phases of the work of LMPC's. In addition, a

coloured sound slide film "Making the Most of your LMPC", produced by the National Film Board for the Service, was distributed to members of the field staff for presentation to interested audiences in their respective regions.

Conferences between officials of the Canadian National Express and representatives of the Canadian Brotherhood of Railway Employees and Other Transport Workers resulted during the quarter in the establishment of LMPC's in the Company's operations in Montreal, Winnipeg, and Toronto. When these prove successful, the Express management and the Brotherhood plan to extend the scheme to cover their main distributing points.

Table 1—LMPC's by Provinces

March 31, 1949

	No. of Committees	No. of Workers
Prince Edward Island.	2	927
Nova Scotia	40	18,236
New Brunswick	19	7,912
Quebec	121	70,181
Ontario	295	108,379
Manitoba	47	20,501
Saskatchewan	28	9,301
Alberta	19	10,194
British Columbia	44	29,393
Total	615	275,024

Table 2—LMPC's by Industry

March 31, 1949

	No. of Committees	No. of Workers
Mining	42	24,317
Manufacturing	376	158,358
Construction	3	8,931
Transportation	122	58,662
Communications	41	10,421
Trade—		
Retail and Wholesale	7	1,756
Finance	1	176
Service	23	12,403
Total	615	275,024

Successful placement of university graduates in 1949

In reviewing a report of the Executive and Professional Division of the National Employment Service on the placement of university graduates and undergraduates in 1949, Hon. Humphrey Mitchell, Minister of Labour, paid tribute to the employers of Canada for their co-operation in seeing that the 1949 class was properly absorbed by Canadian industry.

The Minister said, "Thanks to the splendid co-operation of all concerned, more than 93 per cent of the largest university graduating class in Canadian history was placed in employment by the middle of July."

The Minister pointed out that 50 per cent of the graduates were veterans of World War II.

In addition to this, more than 94 per cent of applicant under-graduates, many of whom were also veterans, were placed in summer employment by this date.

The report showed that as in previous years a detailed campaign was conducted, beginning with a letter sent to a selected list of over 10,000 employers as early as December, 1948.

As returns from these letters were received, lists of available openings were printed and circulated to all Executive and Professional offices, universities, and all local offices of the National Employment Service located in university towns.

Mr. Mitchell pointed out that an indication of the increasing co-operation and support of employers to this plan was shown by the following figures of openings uncovered for the last three years: 1947—7,130; 1948—10,850; and in 1949—17,002.

In the autumn of 1948, representatives of the Executive and Professional Division visited all universities and addressed meetings of the student bodies in regard to the service available. Efforts were made to have all students requiring jobs registered by January 31.

At the request of the three universities in the Prairie Region, National Employment Service offices were set up on the campus, and operated throughout the academic year. At other universities, NES representatives visited the campus on stated days each week as arranged with university authorities.

Mr. Mitchell stated that the veterans among the students were deserving of sympathetic consideration from all employers. This was due to the fact that they had sacrificed some of the most valuable years of their lives in service to their country. Upon their return they had spent more years in order to better fit themselves for employment, thereby delaying their rehabilitation, and perhaps losing some of the advantages gained by veterans who went straight from the services into employment.

Plans for placement of 1950 graduating class

In a recent letter to the heads of all Canadian universities, Mr. Arthur MacNamara, Deputy Minister of Labour, discussed plans for the placement of the 1950 university graduating class. The letter was intended to open a campaign of co-operation between employment officials and university officials to find suitable employment for next year's graduates, and thereby keep trained Canadians in Canada.

The Deputy Minister said: "The graduating classes of 1946, 1947 and 1948 fell considerably short of the requirements of employers, and it was not surprising, therefore, that the exceptionally large class of 1949 was, to a large extent, readily absorbed. The proportion of this class still seeking employment is gratifyingly small.

"When the class of 1950 graduates next spring, in numbers approximately equal to those of 1949, its members may face a more difficult situation. Many employers will have reached a degree of saturation in their recruiting programs, and it is becoming necessary therefore to explore every means of finding new employment opportunities."

Mr. MacNamara said that there were undoubtedly some thousands of medium-sized and small companies and organizations which had as yet given little thought to positions university graduates might fill on their staffs. The fact that many such employers were themselves graduates, suggested that one of the most effective means of reaching them was through their own alumni magazines.

Mr. MacNamara suggested that universities include in their alumni publications, a statement of the problem and an emphatic reminder of the part that many graduates can play in its solution.

It was revealed that approximately 12,000 employers would again be approached by the Minister of Labour, to obtain estimates of their needs of university trained personnel. The replies received made possible some assessment of this particular labour market and uncovered some thousands of specific job openings.

**Labour
Gazette
acquires
French
editor**

In accordance with the broad policy of the Department of Labour to improve its service to employers and labour unions, the Minister of Labour, Hon. Humphrey Mitchell, announced on

August 12, the appointment of Mr. Charles A. St. Arnaud to the editorial staff of the Department.

Mr. St. Arnaud's particular duties will be to edit the French edition of the *LABOUR GAZETTE*, the official monthly magazine of the Department.

Born in Grand'Mere, where Rt. Hon. W. L. Mackenzie King settled one of his first labour disputes, Mr. St. Arnaud received his academic education at Three Rivers, University of Ottawa and Europe.

Following his academic studies, Mr. St. Arnaud entered newspaper work as a reporter for *Le Nouvelliste*. He graduated through all editorial ranks, and was for a time director of publications for *Le Droit*

in Ottawa, subsequently returning to *Le Nouvelliste* as assistant manager.

During the war Mr. St. Arnaud was active in the Free French movement, directing his efforts particularly in the editorship of *France-Canada*, and *La Revue de l'Alliance Francaise*.

As a natural corollary of his newspaper career, Mr. St. Arnaud served as the first secretary of the French Canadian Weekly Newspaper Association and vice-president of the Canadian Daily Newspaper Advertising Managers' Association.

During his career Mr. St. Arnaud came into close contact with the problems of industry and labour in French Canada and his appointment after open competition reflects the will of the Department of Labour to maintain its close relationships with employers and labour unions in the Province of Quebec.

**Canada's
manufacturing
industry
continues
to expand**

The average number of persons employed in Canada's manufacturing industries during 1947 rose from the 1946 level of 1,058,156 to 1,131,750, according to a memorandum of principal statistics prepared by the

Industry and Merchandising Division, Dominion Bureau of Statistics.

However, the year's gain still left the total below the totals for the war years 1942, 1943, and 1944. In 1943, the peak year, 1,241,068 work-people found positions in manufacturing establishments.

Salaries and wages paid in 1947 increased to \$2,085,926,000 from \$1,740,687,000 to exceed the earlier 1944 peak of \$2,029,621,000. Cost of materials advanced to \$5,534,280,000 as compared with \$4,358,235,000 in 1946 and the gross value of products to \$10,081,027,000 from \$8,035,692,000, both figures being new peaks.

A break-down of manufacturing employment figures reveals that Ontario had the highest number, 537,581, with Quebec second with 379,449. British Columbia registered 83,161 and the Prairie Provinces, Manitoba, Saskatchewan and Alberta had 75,042. In the Maritimes 56,372 persons were employed in manufacturing industries. Salaries and wages paid by Ontario establishments totalled \$1,037,977,000; by Quebec \$662,838,000; by British Columbia \$167,283,000 and by the Prairie Provinces \$129,881,000. Maritime manufacturing companies paid out \$87,634,000.

The number of manufacturing industries in Canada increased by 1,465 from 1946 to 1947, rising from 31,249 to 32,714. Of the latter year's number, wood and paper industries constituted the largest section with

12,965 units employing 248,450 persons. Vegetable industries were second in number with 6,032 establishments giving work to 144,290 people. In number of employed, the textile industries exceeds the vegetable with 176,065 in 3,216 units.

Citizenship problems of new immigrants

The Report of the Second National Conference on the Citizenship Problems of New Immigrants has been published under the title *From Immigrant to Citizen—1949*.

The report includes the discussions and recommendations of the eighty odd national governmental and voluntary organizations who attended the conference, as well as statements on immigration and immigrant education, and suggested material for use in teaching new Canadians.

Published in both French and English, the report is issued by the Canadian Citizenship Council, 46 Elgin St., Ottawa.

Quarterly meeting of National Employment Committee

In accordance with a decision reached at its meeting in Montreal in April (L.G., July, 1949, p. 819), the National Employment Committee reconvened in Ottawa on July 21 and 22, under the Chairmanship of Judge Lindal of Winnipeg.

Among the items on the agenda of the two-day meeting of the National Committee, discussions were continued on (1) the most effective placement of displaced persons who possessed professional qualifications; (2) the clarification of certain sections of the Unemployment Insurance Act that seemed to merit re-definition; (3) the problem of finding employment for older workers; (4) the starting of work projects in those areas of Canada where unemployment appeared to be on the increase, and (5) the consideration of resolutions that had been passed by Regional and Local committees for the approval of the National committee, before being forwarded as suggestions or recommendations to the Unemployment Insurance Commission, or other responsible authorities.

The Secretary, Mr. Norman Mitchell, reported that most of the Local Employment Committees had recessed for the summer, except for emergency meetings. However, a check had been made of the attendance records of these meetings and steps had been taken to obtain replacement nominations where it was indicated that present members were persistent absentees. It was ex-

pected, he said, that all local committees would be very active during the coming autumn and winter.

Reports on the current employment situation in Canada and on the farm labour situation were presented respectively by Mr. W. K. Rutherford, Director of Employment Service and by Mr. R. A. Stewart, of the Canadian Federation of Agriculture.

The next meeting of the National Employment Committee will be held in Halifax, October 27 and 28.

United Mine Workers ask Government research in coal

In a memorandum submitted recently to the Dominion Coal Board, District 26 of the United Mine Workers point to the danger of a decline in employment in Maritime coal mines.

The memorandum contends that oil and hydro-electric power are rapidly supplanting coal in the domestic and industrial markets; and that this, coupled with a deterioration in economic conditions and further mechanization in the mines will bring more interruptions to employment of miners, more short time work, and lower wages.

In the past, it is stated, mining companies have resorted to price and wage cuts to stimulate buying and to restore employment, and these measures, at the expense of the miners, have not met with spectacular success. Government policy has been to grant subventions to increase production and opportunity for employment, also without marked success.

As a solution, the memorandum suggests it is necessary to develop, by experimentation in government financed plants a satisfactory process to convert coal to oil. Government subsidies might be required for an indefinite period to enable this product to compete with petroleum.

Also needed is a program to develop further uses for coal. The memorandum urges the Government to increase its expenditures on coal research, as a means that may serve to reduce unemployment and costs of social assistance, and ensure the prosperity of the Maritimes.

Quebec Provincial Federation (TLC) convenes at Granby

More than 450 delegates and invited guests attended the twelfth annual convention of the Quebec Provincial Federation of Labour (TLC) at Granby, Quebec, in June. The delegates represented 132 local unions and six Trades and Labour Councils. There were 102 resolutions submitted by the several organizations affiliated with the

Federation. These resolutions covered such subjects as Labour Relations Act, Workmen's Compensation Act, Minimum Wage Act, Collective Agreement Act, unemployment insurance, old age pensions, social security, health, income and other taxes, Labour Code, Communism, racial discrimination, political action, municipal services, union labels, etc.

An outline of principles for a Labour Code was studied by a special committee and was subsequently approved by the convention. A proposed revised constitution was also introduced, but owing to the heavy agenda, the convention decided to postpone action on it until 1950.

The election of officers resulted as follows: President, Elphege Beaudoin; Secretary-Treasurer, Marcel E. Francq; General Vice-Presidents, Claude Jodoin, Montreal, Roger D. La Brie, Three Rivers, and Rene Michaud, Quebec City.

The choice of next year's convention city was left to the Executive Council of the Federation.

Proposal to raise retiring age of British workers

Continuing the tendency of the past sixty years, a substantial shift in the balance of Great Britain's population toward higher ages is predicted by the

Royal Commission on Population in its recent report. In the last half-century the proportion of young people under 20 has fallen heavily, while the proportion over 60 has doubled.

This trend in age distribution, it is shown, has various implications for the future—economic, social, psychological, political and strategic—and presents many problems.

In caring financially for the old, it is estimated that the cost to the National Exchequer of retirement pensions will in the next 30 years be more than double that of the 1948 figure of £238 millions. This will be no light burden for the economically active part of the community on whom taxes fall. No less pressing than the monetary needs of the old will be the need of accommodation and care.

Referring to the vital importance to the national economy of increasing the volume of production, the Commission feels strongly that it is desirable that the old should, where possible, "contribute more by their exertions" to the general economic effort of the community. "We can ill afford in such circumstances to limit the working opportunities for an increasing proportion of the population who are able and willing to work," it declares. Further improvement

in the national standard of living may depend increasingly on how far this object can be obtained, the Commission warns. "There can be no doubt that many men are fully capable of discharging the duties of ordinary paid employment for several years after what is becoming the normal retiring age of 65. Many more would be capable of part-time work in some capacity." There is reason to hope that the standards of health and fitness will increase steadily in the future, the Commission says, and adds, "a prolongation of the period of capacity for work is a natural counterpart of a prolongation of the period of life."

Reasonable use should be made of these productive potentialities, the Commission urges, so that the burden which otherwise might be thrown on the younger elements of the community may be eased. "More flexibility in the conditions of employment than exists at present will have to be introduced to meet the special needs of all workers, and that will call for the exercise of imagination by employers and also by trade unionists."

In referring to the effect which the change in age balance may have on the worker's chance of promotion, the Commission says: "With still further ageing the competition for promotion must be expected to increase; many good older men (or women) will have to be passed over, and the tendency will be for only the most exceptional of the younger people to be promoted. The prospects for the younger may become so poor that a powerful sense of frustration may arise." Promotion to each grade should come at the appropriate age, it declares. "which in its turn requires the regular creation of vacancies by retirement at the top."

Many of the retired possess experience and wisdom of the greatest value, the Commission points out, and recommends that they might be used in the capacity of consultants and critics, while the responsibility for action is laid upon younger men. In some cases, it is suggested, it might be possible for men on retirement to go on working in the same organization in a position of less authority, and with a lesser load and with shorter hours.

British transport workers bar Communists

The Transport and General Workers' Union in Great Britain decided at a recent conference that no member of the Communist Party shall be eligible to hold office in the union. With a membership of almost 1½ million, the transport workers' union is believed to be the largest in the country.

**Payment
by results
in British
building
industry**

A recent editorial note in the *Economist* deals with the agreement in the United Kingdom between the National Federation of Building Trade Employees and the building workers' unions on payment by results. This two-year agreement comes up for review in November.

"Its purpose," the *Economist* notes, "was to revive productivity in the building industry and simultaneously to reduce building costs. No uniform method of arranging incentive bonuses was fixed beyond the stipulation that they must be clearly linked with results. The resultant practice is that the employer and the workers together fix a target for each job, usually in terms of the man-hours necessary to complete it, or the rate of production to be attained in a given time, under 'average' conditions. Half of any saving in cost secured by exceeding this target is distributed among the men concerned, and the other half is put aside to reduce net costs. If the work does not exceed the target or falls short, the hourly rate alone is paid; some employers regret that there is no penalty for the shortfall.

"The federation, though it is not yet able to quote figures, believes that it has evidence that the system is spreading and is reducing building costs. This is particularly true of the larger employers . . . The industry has been able to absorb a flat rate wage increase of 3d. an hour and a further rise in the cost of building materials without increasing its prices. The federation argues that this is due to the operation of bonus schemes by a proportion of firms in a highly competitive industry; by reducing their costs, they automatically put pressure on other employers to do the same. But it is recognized that many of the small employers who form the numerical bulk of the industry are ignorant of the schemes or their method of working, and an explanatory memorandum is being sent to all 17,000 members of the federation describing some of the successful methods of incentive payments which have been used. Not all contracts lend themselves to 'target-fixing'; it is, for instance, almost impossible to operate bonus schemes on conversion work.

"The million-odd workers in the building industry are still divided in their attitude to bonus payments," the *Economist* continues. Describing the differing resolutions of certain labour organizations, the article suggests that "there is evidence that individual building workers are abandoning their traditional dislike of all forms of payment by results, and have on occasions left one employer to go to a firm where

bonus schemes are worked. This has sometimes led the first employer to introduce a bonus scheme in self-defence. But in other instances the firm has met complaints simply by paying 1d. or 2d. over the hourly rate, rather than face the complications of target-fixing and bonus calculations. This, where it happens, defeats the incentive scheme by divorcing payment from effort and by increasing, instead of cutting, the cost of the work."

**Executive
Council of
AFL meets
in Toronto**

The Executive Council of the American Federation of Labour for the first time held its quarterly conference in Toronto in August, instead of in one or another of the larger cities of the United States.

The President of the Federation, William Green, presided at the conference which lasted for several days and was held in closed session.

Press conferences conducted by President Green and other executive members indicated that the Council heard a report covering the activities of Frank Hall and the group of international union representatives in Canada, and the subsequent suspension of the Canadian Seamen's Union by the Trades and Labour Congress of Canada.

Mr. Green announced that the AFL will send delegates to London, England, late in November to attend a conference designed to organize a new non-Communist world-wide federation of trade unions.

Among other matters considered by the Executive was the raising of a political action fund of \$1,000,000 from the Federation members in the United States to defeat allegedly anti-labour members of Congress in the Congressional elections in 1950.

**Depressed
U.S. areas
to receive
federal aid**

A number of industrial areas in the United States have been designated by the Federal Government as suffering from unemployment and will receive relief through re-funneling of Government spending, the New York *Times* reports.

In a mid-year economic report to Congress submitted July 12, President Truman said that while unemployment is not high for the country as a whole, there were numerous localities and even some states where it was heavy. He recalled that there were a number of Federal programs of direct action or assistance which could be timed and channeled to these areas without detriment to the rest of the country.

"This principle of wise selectivity," he continued, "is particularly applicable to procurement and construction activities, but it is also relevant to other grant or loan programs designed to stimulate private enterprise or to effect public improvements."

To attain this end, the President asserted that he was directing that "a continuing review of such activities be undertaken with the Executive Office, in order to co-ordinate planning, to keep the various types of activity and their geographic distribution in proper balance and readiness," and to alleviate serious unemployment in certain areas before it can spread.

On August 10, the White House designated eleven industrial communities in which 12 per cent or more of the labour force had been thrown out of work. Dr. John R. Steelman, a Presidential assistant, in taking the action requested Cabinet members and ten Federal departments to transfer to these areas their buying of materials and services used by the Government.

Dr. Steelman suggested that in effecting the change the departments should take caution to avoid inflicting hardship on those communities to which the spending was originally directed.

U.S. Senate committee hears union monopoly charges

The United States Committee on Banking and Currency began hearings on July 25 in the investigation of monopoly charges against labour unions. The initial hearings dealt with the coal industry, and in particular with the action of John L. Lewis, President of the United Mine Workers of America, in instituting the three-day week for coal mining operations.

U.S. Senate to study labour-management relations

The United States Senate recently authorized its Labour and Public Welfare Committee to make a thorough study and investigation of labour-management relations.

Consideration is to be directed to the following questions:—

1. Means by which co-operation between labour and management and stability of labour relations may be obtained.

2. Methods and procedures for best carrying out the collective bargaining process.

3. Administration and operation of existing Federal labour laws.

The investigation is to be completed by December 31, 1950.

Congress praises TVA labour relations

The Joint Committee on Labour-Management Relations of the Eighty-First Congress in a recent report had praise for the way in which management and labour on TVA projects have learned to work together for their mutual advantage and in the interest of the public.

The Tennessee Valley Authority, since it was formed as a government corporation in 1933, has developed a program of construction and operation of dams and powerhouses, maintenance of channels and reservoirs, flood controls, power distribution, laboratory work, and manufacture of chemicals. The governing body is a board of three directors appointed by the President of the United States and confirmed by the Senate. From the first it has adopted an employee-relationship policy of non-discrimination between union and non-union employees, freedom to organize or join unions of the workers' choice, and majority rule in selection of union representatives.

Most employees are organized in the AFL Tennessee Valley Trades and Labour Council, but there are several other unions represented. The union leaders, according to the Report, have been men who have worked with tools, have risen through the ranks, and have developed into efficient practical leaders. There have been few strikes or work stoppages, and only one strike in sixteen years has had the backing of the international union officers—a jurisdictional strike settled in less than a week.

Joint labour-management committees have been used to give the workers a part in working out problems of job classification, operating efficiency, education and training, health and safety, and strengthening morale. The committees solicit and reward suggestions for improving work, and have also developed and administered an apprenticeship program and a retirement system. Wage rates are set on the basis of prevailing rates, after separate surveys by TVA and the union are compared. Four wage disputes in sixteen years have been referred to the Secretary of Labour who has authority to make final determination.

Grievance procedures in operation emphasize quick settlement of problems at local levels. Those which cannot be solved by the supervisor or the director of personnel are by agreement taken to a committee consisting of TVA and union representatives, from which they can be appealed to a joint board of adjustment and finally to an impartial referee.

According to the Committee Report, these harmonious labour relations are based on complete trust by the workers in the fairness of the TVA administration, and by a full realization on both sides of the value of co-operation.

Four-week holiday for 25-year employees

Employees with twenty-five years of service will now receive a four-week vacation under a new contract just signed by the International Brotherhood of Paper Makers (AFL) and the Gould Paper Company, Lyons Falls, N.Y., according to an article in the *Paper Maker*.

The contract also stipulates vacations of one week for one-year employees, two weeks for five years' service and three weeks for fifteen years.

Work pool designed to prevent layoffs

A recently negotiated contract between the American Pulley Company, of Philadelphia, and the CIO electrical workers contains a feature designed to serve both the company and union during periods of layoffs and unemployment. The new arrangement provides for a pool of 2,000 man-days of work on non-production jobs, which the company will tap during slack periods thereby preventing layoffs. The work will consist of plant improvement—overhauling and servicing machinery, painting and general maintenance.

The contract was put into effect and during the first week forty employees scheduled for layoff were assigned to work on machinery, earning straight-time pay averaging \$1.20 an hour. The company expects the plan to cost \$20,000 to \$25,000, which the union estimates will be equivalent to a four-to-five-cent hourly wage rise. (*Business Week*.)

Study on labour-management co-operation

The Labour Committee of the Twentieth Century Fund in the United States, in a recent report entitled "Partners in Production—A Basis for Labour-Management Understanding", has attempted to bring out the basic issues between labour and management "to see how far they may be reconciled in the interest of both parties and of the nation as a whole."

The Committee states that it has found an encouraging transition from conflict to co-operation since the war, due to labour's new status and the development of the collective bargaining technique. Collaboration at top levels has grown steadily due to the emergence of executives in both industry and labour who prefer to get along

together rather than to promote militant policies of conflict.

Four major objectives are attributed to labour: the desire for security on the job and in the community, the chance for advancement, more human treatment, and a sense of dignity on the job. Management also is said to have four major objectives: the desire for the economic welfare and security of the company, teamwork and loyalty between employer and his own employees, freedom to manage the enterprise, and responsible relations with the unions on a contract basis.

Of these objectives, some are mutual, labour's desire for advancement and management's aim of business-like responsible relations with organized labour requiring but little compromise. Goals of seeming conflict admit of potential co-operation: human treatment of workers, more dignity on the job, management's relations with its own employees, and freedom to manage the enterprise. Lastly, there are the goals of real conflict: the worker's quest for security and management's desire for an efficient profitable enterprise, where there is a wide field for compromise and improved relations, based upon understanding of one another's problems and responsibilities.

German trade union leaders study U.S. techniques

The following item, from the *Labour Information Bulletin* of the United States Department of Labour, describes a visit of German trade union leaders to study trade union techniques in the United States.

"The first group of 11 German trade union leaders brought to the United States by arrangement with the American Military Government have completed their 60-day study of American trade union techniques under sponsorship of the Department of Labour's Office of International Labour Affairs.

"The group includes German union leaders, labour officials, and labour court judges. One group of four, escorted by Meyer Bernstein of United Steel Workers of America (CIO), moved into the Pittsburgh area. They lived in the homes of German-speaking steel workers, went to their local meetings, shop stewards' meetings, CIO policy meetings, wage negotiations, and grievance meetings. They met CIO President Philip Murray and Steel Workers' secretary-treasurer, David McDonald. This group also went to Cornell University to sit in on industrial relations courses there, and then to Columbus, Ohio, to see union political action on a State government level.

"The Germans visiting Pittsburgh then changed places with four others who had studied trade unionism in Atlanta and at the Tennessee Valley project. There J. L. Rhodes, American Federation of Labour regional director, planned their studies, showing them southern industry.

"Three German visitors went to Milwaukee under the sponsorship of J. F. Friedrich, AFL regional director, and then moved to Virginia, where Textile Workers of America and other CIO unions showed them the CIO-PAC campaign to register new voters for the autumn elections. From there they went to New York, where Morris Iushevitz, secretary of the CIO Industrial Union Council of New York, and William Collins, regional director of AFL, arranged visits to the national office of the CIO Community Services Committee, and to the Amalgamated Clothing Workers of America (CIO), the International Longshoremen's Association (AFL), the International Ladies' Garment Workers' Union (AFL), and a joint board of the ILGWU.

"Since the first 11 Germans arrived, 23 more have joined them for study in Philadelphia, Chicago, Minneapolis, and Cleveland. In all study tours, local sponsors have about three weeks for intensive teaching of certain phases of American unionism, during which the German experts can learn how trade unions operate democratically, how they deal with employers, and how American workers take their places as active and equal members of their own communities."

Seven-weeks' coal strike costly to Australia

A seven-weeks' strike of Australian coal miners, which the Commonwealth Government declared to be Communist-inspired, ended on August 15, after considerably disrupting industry and throwing an estimated 600,000 out of work.

The miners, who struck June 27 for a wage increase of 30 shillings (\$4.80) a week, a 35-hour week and long service leave returned to work on their old terms. Of the several demands made none was granted.

The strike was preceded by a vote taken among the miners on June 16, which resulted in a 16 to 1 majority in favour of striking. While this was a large majority, only one-third of the unionists voted.

In a joint statement on the threatened coal strike, Premier Joseph Chifley and the Premier of New South Wales, Mr. McGirr, said "The decision to stage a general strike is a wholly unreasonable and unjustifiable repudiation of conciliation and arbitration at the time when those processes are in

actual course of effective functioning. . . . The Commonwealth Government is determined that industrial disputes shall be settled by process of conciliation and arbitration."

Last-minute negotiations failed to bring about a settlement and Mr. Idris Williams, president of the Miners' Federation, announced that the strike would go into effect as scheduled.

In the House of Representatives on July 1, Mr. Chifley said that neither he nor Mr. McGirr would engage in discussions or preside over any conference to end the coal strike. He maintained that the coal industry tribunal was the proper medium for the settlement of disputes.

The Federal Government, in an attempt to stem the increasing tide of unemployment arising from the walkout passed the Emergency Coal Strike Act "freezing" the funds of the Miners' Federation and forbidding other unions to use their resources to aid the miners.

Three trade unions were thereupon ordered by the Commonwealth Arbitration Court to pay to the court £100,000 (\$325,000) allegedly withdrawn from the banks to help the miners continue their strike. Involved in the order were the Miners' Federation, the Industrial Iron Workers' Association, and the Waterside Workers' Federation.

Refusal to comply with this order brought jail sentences up to one year to several union officials, including Mr. Williams.

At the close of the third week, troops of the Australian Regular Army moved into New South Wales coal fields to load coal hewn before the strike began.

The first major break in the strike was when all coal miners in Western Australia and many in Queensland returned to the pits on July 19. The next came when Army troops commenced production operations on nine New South Wales open-cut mines on August 2.

The strike ended on August 15 after the miners rejected a request by their national council for a mandate to renew negotiations with the Federal and New South Wales governments. Observers regarded the strikers' decision as a virtual vote of non-confidence in the union leadership.

In a radio broadcast, Prime Minister Chifley urged the 24,000 miners to purge their ranks of Communists. With regard to the coal situation he said that overseas orders of £1,250,000 worth of heavy mining equipment was currently being filled and that this, combined with machinery on hand, would ultimately allow Australia to produce 4,000,000 to 5,000,000 tons of coal each year from open-cut mines alone.

INDEX NUMBERS OF WAGE RATES IN CANADA, 1939 TO 1948

A further increase in wage rates of 12·7 per cent over 1947 brought the 1948 wage level to 95·8 per cent over its immediate pre-war level in 1939. This fact is brought out in the final results of the latest annual survey of wages and working conditions in Canada, conducted by the Economics and Research Branch of the Department of Labour.

The table which follows shows index numbers of wage rates for a detailed list of industries and the principal industrial groups for the years 1941 to 1948 inclusive; the base used is 1939=100. In all industries except logging (Eastern Canada), the data apply to the last normal pay period

prior to October 1. For Eastern Canada Logging the pay period is that immediately prior to February 1.

Increases in wage rates in 1948 over 1947 for the main industrial groups are as follows: Logging, 12·1 per cent; Mining, 12·5 per cent; Manufacturing, 12·3 per cent; Construction, 13·7 per cent; Transportation and Communication, 16·7 per cent; and Service (Laundries), 7·3 per cent.

Report No. 31 "Wage Rates and Hours of Labour in Canada, 1948," containing average wage rates for selected representative occupations in a large number of industries as well as tables of indexes will be issued as a supplement to the *LABOUR GAZETTE*.

INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1941-1948

(Rates in 1939=100)

INDUSTRY	1941	1942	1943	1944	1945	1946	1947	1948
Logging	114·0	125·9	143·1	146·1	153·3	167·4	195·1	218·8
Logging, Eastern Canada.....	114·8	124·9	142·0	143·2	151·4	162·8	188·3	212·0
Logging, B.C. Coastal.....	110·8	129·7	147·5	156·8	160·5	184·9	220·8	244·2
Mining	111·2	116·6	123·7	134·8	136·5	140·6	161·7	181·9
Coal mining.....	109·4	113·1	124·8	146·0	146·2	146·7	166·7	192·9
Metal mining.....	112·2	118·7	123·1	125·2	128·2	135·7	157·7	173·1
Metal mining, Quebec and Ontario.....	112·2	118·0	121·7	123·7	124·6	128·9	151·8	166·9
Metal mining, Manitoba.....	107·8	114·4	121·7	127·4	127·4	140·6	163·4	173·9
Metal mining, British Columbia.....	113·7	123·0	128·7	132·1	141·9	159·0	177·6	195·7
Manufacturing	115·2	125·5	136·8	141·4	146·5	161·5	183·3	205·9
Primary textile products.....	119·0	127·8	140·4	146·0	151·5	165·6	190·1	224·2
Cotton yarn and cloth.....	123·8	128·1	136·6	139·1	148·7	161·6	189·0	230·6
Woollen yarn and cloth.....	120·1	136·6	152·8	160·3	163·5	183·1	209·8	241·3
Knitting—hosiery, underwear and outerwear.....	112·5	123·6	138·5	146·2	150·3	162·5	184·3	213·8
Rayon yarn and fabric.....	122·9	129·0	141·3	147·0	148·9	164·7	186·8	218·2
Clothing.....	118·0	129·0	139·3	144·3	156·3	176·2	189·5	205·9
Men's and boys' suits and overcoats.....	117·9	129·8	146·6	151·9	164·1	182·1	203·0	214·8
Work clothing.....	118·2	133·3	140·8	141·0	148·0	160·3	173·0	197·1
Men's shirts.....	107·0	122·6	135·9	146·5	157·0	171·7	196·6	209·4
Women's and misses' suits and coats.....	126·9	131·8	134·5	137·5	152·7	176·2	186·2	206·3
Dresses.....	118·8	127·5	133·2	138·9	152·5	179·2	178·5	196·9
Rubber products.....	117·1	127·1	134·4	139·8	143·4	167·7	190·1	213·7
Pulp and its products.....	109·5	115·1	120·3	125·7	127·3	148·6	173·8	193·6
Pulp.....	114·4	124·0	128·6	135·3	136·3	162·8	193·5	214·3
Newsprint.....	107·7	109·6	115·4	119·6	120·9	137·3	158·4	174·3
Paper other than newsprint.....	107·5	113·2	120·1	124·7	126·8	147·0	170·9	191·8
Paper boxes.....	115·5	123·9	128·9	133·1	138·5	151·6	175·8	202·3
Printing and publishing.....	105·8	110·0	113·7	116·3	118·5	127·3	138·9	158·2
Newspaper printing.....	105·5	108·3	112·5	116·5	119·1	125·7	136·6	152·6
Job printing.....	105·9	110·6	113·8	114·9	117·7	129·8	142·4	165·9

INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1941-1948—Concluded

(Rates in 1939—100)

INDUSTRY	1941	1942	1943	1944	1945	1946	1947	1948
Manufacturing—Con.								
Lumber and its products.....	117.7	131.0	142.9	148.2	156.1	178.3	205.2	226.2
Sawmill products.....	115.0	130.7	143.8	148.7	157.5	184.8	215.7	236.5
Planing mills, sash, doors, etc.....	120.0	123.7	134.9	139.4	147.2	161.2	180.2	195.9
Wooden furniture.....	125.0	139.0	147.6	154.8	159.5	171.7	192.6	218.8
Edible plant products.....	115.0	122.5	130.0	134.2	139.4	153.0	175.0	194.5
Flour.....	113.9	121.5	133.3	135.0	139.2	153.1	178.0	196.5
Bread and cake.....	115.5	123.9	128.9	134.3	139.0	152.6	174.2	191.6
Biscuits.....	114.4	121.8	131.9	135.8	142.0	159.2	184.1	210.5
Confectionery.....	114.5	118.2	130.0	131.8	139.0	148.7	167.0	189.3
Fur products.....	113.7	121.7	127.3	130.5	140.5	150.7	170.5	195.6
Leather and its products.....	122.5	134.8	142.9	145.4	153.5	167.5	198.5	219.3
Leather tanning.....	119.5	133.9	148.9	156.8	167.0	181.1	215.7	239.7
Boots and shoes.....	123.2	135.0	141.7	142.6	150.1	164.0	194.2	214.1
Edible animal products (Meat products).....	112.7	119.0	135.1	137.3	141.0	165.4	189.1	217.0
Iron and its products.....	112.9	125.6	138.8	142.6	148.2	159.6	180.4	200.5
Crude, rolled and forged products.....	108.1	122.2	135.5	143.5	149.1	170.6	189.6	215.3
Foundry and machine shop products.....	116.0	120.9	137.0	140.8	149.5	161.0	189.6	212.1
Machinery, engines, boilers, tanks, etc.....	116.2	129.7	141.7	147.9	147.3	155.8	177.4	195.8
Aircraft and parts.....	109.5	122.7	134.0	138.7	148.7	154.6	162.9	173.3
Steel shipbuilding.....	121.2	132.2	144.4	145.3	145.9	148.8	163.7	175.7
Motor vehicles.....	108.6	115.8	122.7	126.3	130.3	140.4	151.1	163.1
Motor vehicle parts and accessories.....	110.2	127.0	145.7	147.1	148.2	162.3	191.0	215.3
Heating and cooking apparatus.....	115.6	131.0	143.5	149.5	155.4	163.5	192.0	226.6
Agricultural machinery.....	117.6	136.7	151.9	155.8	157.5	178.5	207.3	232.0
Sheet metal products.....	114.1	126.4	150.1	155.1	154.9	161.9	185.0	211.3
Tobacco products.....	113.0	120.4	131.5	140.3	140.5	156.9	186.4	232.2
Beverages (Brewery products).....	113.3	117.1	121.9	123.5	127.9	148.4	160.7	182.9
Electric current production and distribution.....	112.0	120.2	129.6	132.5	134.4	143.5	154.8	169.7
Electrical products.....	123.2	133.7	149.2	154.1	156.8	169.1	195.5	225.6
Construction.....	111.6	118.6	127.7	129.6	131.1	143.9	155.0	176.3
Transportation and Communication.....	109.7	116.4	127.0	128.0	128.8	143.5	149.3	174.3
Transportation.....	110.1	117.0	127.7	128.7	129.2	145.9	151.6	178.8
Water transportation (Inland and Coastal).....	113.3	125.8	138.8	142.2	144.6	162.3	183.8	213.5
Steam railways.....	109.4	114.8	125.5	125.5	125.5	142.3	142.3	170.2
Electric street railways.....	109.1	115.8	121.2	125.7	126.6	139.5	162.3	175.0
Communication—Telephone.....	106.4	112.0	121.9	122.4	125.6	125.2	132.2	140.4
Service—Laundries.....	110.5	116.5	127.3	128.9	135.4	147.5	170.5	183.0
GENERAL AVERAGE.....	113.1	122.5	133.7	137.9	141.8	155.2	173.7	195.8

SEASONALITY OF EMPLOYMENT IN CANADA⁽¹⁾

Of Canada's seasonally employed workers, some work only part of the year, and are not available for employment during the remainder of the year; while others hold jobs throughout the year, but in more than one establishment. Serious problems of seasonality, however, arise chiefly in connection with a third group of workers who are unemployed for a considerable part of each year, though available for employment at all seasons. Although the heaviest part of the burden of seasonality falls on the workers and their families, there are also serious costs to the employer and to the community as a whole.

When we speak of seasonality of employment in an industry, we mean that labour requirements vary throughout the year according to a fairly regular pattern. In other words, more workers are employed at certain periods of the year than at others.

The extent of seasonal fluctuations in employment varies quite widely between industries. It also frequently varies from one year to another within the same industry. Even in a single industry and in a single year there are sometimes seasonal variations in employment between one region and another.

When reliable employment data are available for each industry, at least on a monthly basis and over a period of several years, it is possible to determine the average seasonal fluctuation over the years, or what is usually called the seasonal index of employment for the industry. Large numbers of these indexes have been worked out for industries in the U.S. by both private and public research agencies—notably by the National Bureau of Economic Research in New York which has devoted much work to what is usually called time-series analysis. In Canada some seasonal indexes of employment have also been worked out and a start has been made on research work in this important field.²

¹ Talk given by George V. Haythorne, Director, Economics & Research Branch, Department of Labour, Ottawa, at the Fifth Annual Conference of the Ontario Chapter of the International Association of Public Employment Services, Ottawa, July 2, 1949. Assistance in preparing the basic material was given by several members of the Branch.

² Cf. "Seasonal Variations of Employment in the Automobile and Parts Industry"; "—in the Agricultural Implements Industry"; and "—in the Meat Products Industry", prepared by the Research & Statistics Branch of the Department of Labour and published in the *LABOUR GAZETTE*, in March, 1947, January-February, 1948 and November, 1948, respectively; also *Preliminary Report on Seasonal Employment in Canada*, Unemployment Insurance Commission, Ottawa, April, 1944.

In both countries, however, largely because of the paucity of data over a sufficiently long period, it will be some time before reliable seasonal indexes can be determined in several industries. The major economic changes of the war and post-war years also give rise to further complications.

In the absence of the information required for any exact measurement of the magnitude of seasonal employment in Canada, it will be necessary here to deal largely in terms of estimates. It is hoped, however, that by means of these, we can obtain, first of all, an overall picture of the extent of seasonal employment throughout the country. Then we shall turn to a discussion of seasonality in those industries in which it is a problem of some consequence. Finally, we shall consider briefly some of the ways in which the peaks of employment might be levelled off, or at least unemployment arising out of seasonal fluctuations might be reduced.

Extent of Total Seasonal Unemployment

Rough estimates of the numbers of seasonal workers of different types, by sexes, are shown in Table I, along with the approximate total of non-seasonal workers. These figures are based on information from various sources, including the quarterly Labour Force Survey of the Dominion Bureau of Statistics. They are intended to show only the approximate relative size, at the present time, of the various groups listed, and must not be taken as exact.

The whole body of workers is divided first into two groups: those who have seasonal employment, and those who have year-round employment. Workers with seasonal employment are here defined as those who perform different types of work at different seasons, and are in consequence compelled to change their employers at

certain times each year. In many cases, for example in agriculture, the worker may be his own employer for part of the year, although working for wages at other seasons. Workers with year-round employment are here defined as workers who have the same employer throughout the year; once again, the worker is his own employer in many cases. In year-round employment, the type of work performed may change seasonally, but if this does not compel the worker to change his employer, no significant problem results, and such employment, for present purposes, is not considered as seasonal.

It must be explained that general labour turnover, from non-seasonal causes, is excluded from the present discussion. Many workers change employers in the course of a year because of dissatisfaction, restlessness, or other causes, without being forced out of their jobs by seasonal changes. Such movements are excluded from the table, which consequently shows over 80 per cent of the labour force as employed throughout the year in a single establishment; this means only that approximately this percentage is unaffected by seasonal lay-offs.

Workers in seasonal employment are divided into three groups. The first group are employed throughout the year, except for short periods while changing jobs. A considerable part of this group consists of men who work in agriculture during most of the year, and in logging in winter. In some cases the worker may be employed throughout the year in the same industry, but by different employers at different seasons; an example would be an agricultural worker from Ontario who spends a few weeks each year harvesting in Saskatchewan.

The second group of seasonal workers consists of those who are unemployed for a considerable part of each year, usually

for one, two, or three months in the winter or the spring, although they are available for employment at all seasons, and are usually actively seeking work, if not working. The serious problems of seasonality arise chiefly in connection with this group of workers, since they and their families are dependent in whole or in part upon their seasonal earnings.

The third group consists of seasonal workers who are available for employment only during part of the year. Examples are students who take summer jobs; wives or daughters of farmers who take part in the actual work of the farm during the busy seasons, but whose assistance is not required in winter; or housewives who work in canning plants for a few weeks in August and September. This is perhaps the largest of the three groups of seasonal workers, and it provides a valuable addition to the labour force at the busiest seasons; but the economic problems which it creates are very slight, as its members are not as a rule entirely dependent on their own earnings.

It is evident that the categories of workers which have just been described are not enclosed in watertight compartments. It is often easy for an individual worker to pass from the non-seasonal to the seasonal category, or vice versa, or from one seasonal group to another. Moreover, cyclical economic changes are likely to change the relative size of the various groups. A general decrease in employment, for example, would undoubtedly be accompanied by an increase in the group of seasonally unemployed, and perhaps by an increase in the proportion of seasonal workers in general to year-round workers. The figures given in the table are supposed to represent approximately the position as it actually is in 1949.

TABLE 1—ESTIMATED DISTRIBUTION OF TOTAL LABOUR FORCE BY SEASONAL AND YEAR-ROUND EMPLOYMENT

Type of Worker	Males (thousands)	Females (thousands)	Total (thousands)
<i>I Seasonal Employment</i>			
1. Workers employed throughout year in more than one establishment.....	250	45	295
2. Workers employed only part of year, available for employment during remainder of year.....	200	5	205
3. Workers employed only part of year, not available for employment during remainder of year.....	200	150	350
<i>II Year-Round Employment</i>			
Workers employed throughout year in a single establishment.....	3,500	950	4,450
Total in Labour Force for all or part of year.....	4,150	1,150	5,300

Extent of Seasonal Employment by Industries

When we turn our attention to individual industries, we find that there are many different patterns of seasonality in employment. The amplitude of seasonal variation, for instance, differs rather widely in different industries. Where the amplitude is great, over fifty per cent of the workers who were employed in an industry in the active season may be laid off by the slack period. On the other hand, only a small percentage of the total working force may be affected in an industry where the seasonal swings of employment are not great.

Seasonal patterns in various industries differ also in the relative duration of the busy and slack seasons. For example, the busy season in fruit and vegetable canning is relatively short and seasonal workers can expect only a few weeks' work each year from this industry. In other industries, such as automobile manufacturing, the slack season is relatively short, and the seasonal worker is usually able to rely on this industry as his main source of income.

Seasonal patterns of employment also differ in respect to their causes. In some industries, seasonality is due to the dependence of production on suitable climatic conditions, as in agriculture and construction. In other industries, seasonality is due primarily to the regular annual variations which occur in the demand for their products, as in the automobile and clothing industries. In some industries, seasonality of employment is the outcome of both of these types of influence.

Primary Industries.—In most of the primary industries, with the exception of mining, seasonality is a direct result of climate. In turn, the patterns of activity in primary industries are largely responsible for seasonality in secondary industries which are dependent on the agricultural, logging, and fishing industries for raw materials or for markets.

In agriculture, the demand for labour is relatively slack in winter. It increases considerably at the beginning of the spring planting season, and expands further to an annual peak at the time of the harvest, the exact date of which in each locality depends on the climate and the principal crops.

The working force employed in agriculture in recent years has been nearly one-third greater at the harvest season than in the middle of winter. In other words, the farm labour force has increased by about 300,000 workers at harvest time. These seasonal farm workers form a composite group. A little less than one-half of them are women, the great majority of whom

are unpaid family workers. Many of the male workers are students or other persons who are not regularly engaged in farm work. Many of these desire only to supplement their income or to broaden their general experience by doing farm work for a short while.

The remaining seasonal farm workers, who depend largely on agriculture for their livelihood, consist chiefly of those men who are employed in agriculture for the whole summer. In the post-war years, this group has numbered about 120,000 each year. These are the regular seasonal farm workers who are in the labour force all year and who find jobs in logging camps in considerable numbers during the winter months.

Logging is also highly seasonal, particularly east of the Rockies where, due to the greater economy of winter operations, employment in logging is highest from October to February of each year. Thus employment is provided for many workers who are employed during the summer in agriculture, fishing, construction, and saw-mills. At its peak in mid-winter, logging employment in Eastern Canada is more than twice as great as in the summer months. In recent years, employment in eastern logging camps, chiefly in Ontario and Quebec, has increased by about 80,000 to 100,000 during the active winter season, over its summer total. In Newfoundland, in addition, about 15,000 workers are employed in logging camps during the peak winter months. Most of these workers are engaged in fishing during the summer.

The fishing industry in Canada is divided between the Atlantic coast, the Pacific coast, and the inland lakes. In each of these areas, the amount of fishing done in winter is much smaller than at other seasons. The problem is greatest on the Atlantic coast, where the total number of fishermen, including Newfoundland, is 60,000 or more, of whom probably about 10,000 are employed at fishing in winter. Many of the others, of course, are only part-time fishermen even in summer. But the problem of finding winter employment for fishermen is serious, in view of the relatively small number of jobs available in logging in the area.

In mining, before the war, the seasonal variation of employment amounted to 10 per cent or more, but it appears to have been less during the last few years. Such branches of the industry as oil-well drilling, quarrying, and asbestos mining show a definite winter slump, which is important in certain localities, but the total number of workers affected is not large. Coal mining in the Prairie Provinces shows a winter peak, which provides off-season employment for some agricultural workers.

Secondary Industries.—In some secondary industries, such as construction, transportation, or sawmilling, seasonality is just as directly a result of climate as in the primary industries which have been discussed. But in most secondary industries, seasonality is an indirect result of seasonality elsewhere, in the supply of raw materials, in the demand for the product, or in both these factors.

In communications, transportation, and construction, there is a winter decline in employment which is directly due to climate. Some outdoor work in these industries in winter is both uncomfortable and expensive. The seasonal variation in employment amounts to about 30,000 jobs in transportation and communications and to about 90,000 jobs in construction. The greatest percentage drop is in highway construction and the least in transportation and communication, except of course, inland navigation which ceases altogether.

In the sawmilling industry, about 55,000 are employed in the summer, and about 10,000 of these jobs have disappeared when employment reaches its minimum in winter. Since the busy season approximates that for construction, the demand for lumber seems at first sight to be the dominant seasonal factor. Another explanation is the difficulty of operating sawmills in winter, since much of the work is done out of doors or in buildings which are not winterized. The traditional practice of logging in winter when labour is more plentiful and sawing in summer when it is scarcer is a third important consideration.

Industries which process agricultural products, such as meat packing or the preserving of fruits and vegetables, show the effect of seasonality in the supply of raw materials. The meat-packing industry reaches its peak in late autumn when livestock, fattened during the summer, are available in large numbers. Peak activity in fruit and vegetable canning is reached in late summer and early autumn, immediately after the harvest. Seasonal employment in meat-packing amounts to about 10 per cent of the total, or about 2,000 to 2,500 seasonal jobs. In canning, employment is about 70 per cent seasonal, or about 20,000 seasonal jobs.

The agricultural implements industry is affected in a different way by the seasonality of agriculture, that is, by a seasonal demand for agricultural implements which produces an employment peak in the spring and a trough in the autumn. Before the war seasonal employment in this industry amounted to about 20 per cent of the total. At present levels of employment, this would mean about 4,000 seasonal jobs, if the pre-war rate of seasonality were to reappear.

Seasonality of demand has a more decisive effect on consumer goods industries such as the automobile and clothing industries. In the former, it is estimated that about 30 per cent of all employment is seasonal in nature, totalling about 12,000 to 15,000 jobs. The seasonal slack in pre-war years extended through summer and early fall, anticipating the diminution of demand in fall and winter. In the manufacture of clothing and accessories, consumer demand for summer and winter clothing, respectively, creates employment peaks in spring and fall. The seasonal slumps, with troughs in August and January, affect an estimated 12 per cent of the jobs in the industry, a total of roughly 8,000.

Seasonal demand is also largely responsible for the variations of employment in retail trade, and in certain service industries. Seasonal jobs number about 25,000 in the former and 30,000 to 40,000 in the latter. Retail trade has its peak from September to December, and the service industries from August to September. Most important in the latter group are hotels, restaurants, laundries, and cleaning establishments.

Comparing different geographic regions in regard to seasonal employment, one finds, as one would expect, that on the whole those regions have the greatest seasonality which depend most largely on primary industry. Ontario has the lowest rate of seasonal unemployment, and the Prairie Provinces and British Columbia have the highest. The severity of the winter in each region has an important effect on such industries as highway construction, which shows the least seasonality in Ontario and British Columbia. Tradition also plays a considerable part, especially in the older communities, in determining the manner in which both industries and workers adapt themselves to seasonal changes.

A Balance Sheet of Seasonal Employment

While the data on seasonal employment in these various industries are incomplete, and even those figures which are available do not always give an accurate picture of the limited field they cover, it is useful to bring them together in what might be called an estimated balance sheet of seasonal employment. Such a balance sheet serves two purposes: first, it helps to show the relative importance of seasonality in each industry, and second, it throws light on the overall supply of and the demand for seasonal workers.

Following the usual balance sheet concept, each industry is debited when it receives a seasonal addition to the labour force, and

credited when workers leave during the slack periods. To simplify the picture, only two such estimated seasonal balance sheets have been drawn up, one for the summer months and the other for the winter months.

In each of the balance sheets shown below the normal labour force in each industry is given in the first column. The normal labour force here includes those workers employed in the industry specified for most of the year. The normal labour force also includes about 85,000 persons who are frictionally unemployed, except during the peak employment period in the summer, when the number is somewhat reduced. The

estimated normal labour force during the post-war years totals around 4,950,000. In addition to this total of persons comprising the normal labour force there are some 350,000 persons who move in and out of the labour force according to the varying seasonal work requirements. It is these 350,000 workers plus those who shift from one industry to another in the course of a year who make up the total of seasonal workers in Canada.

As may be expected the manpower debits and credits balance off during the summer months without any increase in unemployment. In fact in years of full employ-

**TABLE 2—ESTIMATED BALANCE SHEET OF SEASONAL EMPLOYMENT—
SUMMER MONTHS CANADA—POST-WAR YEARS**

(Approximations only, based on incomplete data. Thousands of workers)

Industrial Group	Normal Labour Force	Workers Entering (Debits)	Workers Leaving (Credits)
Agriculture.....	1,100	200	
Forestry.....	60		5
Fishing.....	60	30	
Mining, quarrying, oil.....	80	5	5
Construction.....	265	40	
Public utilities and transportation.....	400	20	
Trade and finance.....	800		
Services.....	825	30	
Canning and preserving.....	10	20	
Other food.....	120	10	
Textiles and clothing.....	180		
Sawmills.....	45	10	
Automobiles and agricultural implements.....	60		10
Other manufacturing.....	860	20	
Unemployed.....	85		15
Seasonal entrants to labour force.....			350
Total.....	4,950	385	385

**TABLE 3—ESTIMATED BALANCE SHEET OF SEASONAL EMPLOYMENT—
WINTER MONTHS CANADA—POST-WAR YEARS**

(Approximations only, based on incomplete data. Thousands of workers)

Industrial Group	Normal Labour Force	Workers Entering (Debits)	Workers Leaving (Credits)
Agriculture.....	1,100		120
Forestry.....	60	100	
Fishing.....	60		40
Mining, quarrying, oil.....	80	5	5
Construction.....	265		50
Public utilities and transportation.....	400		10
Trade and finance.....	800	30	
Services.....	825		10
Canning and preserving.....	10		
Other food.....	120		10
Textiles and clothing.....	180	10	
Sawmills.....	45		
Automobiles and agriculture implements.....	60	10	
Other manufacturing.....	860		40
Unemployed.....	85	130	
Total.....	4,950	285	285

ment such as the present there is actually a decline in unemployment below the normal frictional level. It will also be noticed that a large proportion of the workers entering various industries for the summer peak season come from the 350,000 persons, mentioned above, who enter the national labour force for this season only, and are not members of the labour force during the rest of the year.

It may also be seen from this table that the chief additions to the labour force in summer are in the primary industries of agriculture and fishing, and in construction. In other industrial groups, the percentage increase in employment is much smaller, although in some individual branches of manufacturing the changes are considerable.

Unlike the situation during the summer, the manpower debits and credits balance off during the winter months only with a substantial increase in unemployment. This occurs even though those workers temporarily in the labour force in the summer are not actively looking for work in the winter. The increase in unemployment resulting from an excess of workers leaving the main industrial groups over those entering them has amounted during the post-war years to around 130,000. This 130,000 is in addition to the 85,000 persons who constitute the normal frictional unemployed group.

As in the summer most of the swings in employment occur in the primary industries. Agriculture, fishing and construction have their slack seasons at this time while forestry in most sections of Canada has its most active production period.

It will be noticed that the estimated total number of workers involved in seasonal employment, namely 850,000, given in the table on page 3, is higher than the total number of workers shown as leaving and entering industries in these two balance sheets. This results from the fact that the balance sheets do not take into account seasonal shifts within the same industry and, moreover, they are limited, of course, to the movements in the two seasons covered. The normal labour force of approximately 4,950,000 plus the estimated 350,000 persons who enter the labour force temporarily in the summer, equal the total estimate given in Table I of all Canadian workers, including Newfoundlanders, namely 5,300,000.

Measures to Cope with Seasonality

The most serious problems of seasonality in employment obviously arise from the increase in unemployment during the winter, shown in the second of the above balance sheets. But even those seasonal workers who do manage to find employment in all

periods of the year are likely to suffer from a feeling of insecurity, which may reduce their morale and efficiency, and from the almost inevitable loss of time and earnings while they are shifting from one job to another. Moreover, although the heaviest part of the burden of seasonality falls on the workers and their families, there are also serious costs to the employer, partly from increased overhead due to the idleness of his plant during the off-season, and partly from the reduction in skill and in morale in those workers whom he employs only for part of the year. There are also costs to the community as a whole which may be largely concealed, in such forms as unemployment relief expenditures, poorer health among the unemployed and their children, and greater social unrest.

Seasonality in employment, in some industries, results so directly from fundamental conditions of production or demand that it cannot be eliminated entirely. This is true probably in all countries, but especially in Canada, because of our climate. Nevertheless, the reduction of costs of seasonality is so desirable an object that it well justifies the co-operation of all the parties concerned—labour, management, and government—in developing measures to cope with the situation.

Both long-run and short-run measures are required. One of the most important of the latter is the provision of efficient placement facilities for seasonally-unemployed workers. A significant beginning has been made already by the National Employment Service in shifting people between industries and areas to meet seasonal labour needs. The most striking examples of this are the organized movements of workers, frequently over long distances, arranged co-operatively by the Federal Department of Labour and the Provincial Departments of Agriculture under the Dominion-Provincial Farm Labour Program. Experience under this program seems to show that people may be willing to travel great distances for seasonal work, although they may be reluctant to migrate permanently from their homes.

The Government can, of course, provide seasonal work for people without moving them. This may or may not be on the basis of work relief programs. Some progress towards de-seasonalizing construction can be made by concentrating on public works projects which with proper planning can be carried on during the winter months, for example, the present Toronto subway project. Even if workers cannot find employment during the slack season, their time need not be wasted. Canadian Vocational Training courses, organized during

the off-seasons, are helping these workers to improve their skills during the slack periods.

But these plans, although helpful, do not meet the situation fully. Industries themselves have to play a leading role in bringing about long-run adjustments. Leveling off production peaks is a matter which can be frequently discussed by management and labour to the advantage of both. A guaranteed minimum annual wage is another plan frequently discussed which would encourage the de-seasonalization of operations. The latter, however, could solve only the problems of some workers who are laid off, seasonally, just for short periods.

Actual de-seasonalization of operations may be feasible in several industries. In the eastern Canadian logging industry, which is one of the most intensely seasonal of all industries, the existence of cheap winter labour has no doubt tended to encourage rather than discourage seasonal employment in this industry. Any substantial movement of subsistence farmers, perhaps the most poorly "paid" group of workers in Canada, out of agriculture into more productive employment would decrease this winter labour supply. Increased mechanization as well as some de-seasonalization in the logging industry are already taking place partly as a result of a dwindling supply of winter labour. The increased employment of workers in agriculture in some areas on a year-round basis is also tending to level off seasonal peaks in farm work. There is also, as a result, a somewhat smaller number of workers leaving agriculture in the fall who either obtain work elsewhere or swell the ranks of the seasonally unemployed. Increased mechanization has, of course, lowered greatly the summer seasonal farm labour requirements. This is most noticeable on the Prairies where the increasing number of combine harvesters is greatly reducing the need for hand labour. On the other hand, when pools of cheap labour are available, mechanization is slowed up and seasonality of employment tends to increase.

Another example of mechanization as a remedy for seasonality occurs in the fishing industry. On the east coast, the use of trawlers permits more winter fishing than is possible with the older schooner methods. Arranging so that the open seasons for the various types of fish follow each other is also used in some areas to lessen seasonality in the industry. Home industries and local fish processing plants, if they can be developed, would increase employment in the off-season.

In the agricultural implements industry, diversification of products has caused some lessening in variation in production made necessary by seasonal variation in demand. This principle may be extended to other industries. In some cases, seasonality is merely a matter of custom. Changing the date of the introduction of new models, for instance, led to a lessening of seasonality of employment in the automobile industry.

When seasonality is unavoidable, integration of the working forces of two or more industries may be the answer. Research into seasonality can often provide assistance to employers in discovering where they can find seasonally-unemployed labour available for their own peak season. Arrangements between firms, and between firms and unions, for providing continuous employment throughout the year, and referral by the National Employment Service of seasonal workers to firms by whom they have been employed in preceding years, might help to provide more security for seasonal workers, since they would know where they were going each season. If employers knew that they would get some of the same workers each year, they could afford to train them thoroughly.

In some areas it may prove possible to integrate the working forces of two industries on a large scale. This is more easily done, of course, where the same firm operates in two industries, for example, logging and construction, or, in the west, logging and coal mining. When these joint activities can be conducted in the same location there is the great advantage of the workers being with their families all year round, and thus providing a more permanent working force. Forest colonies established around sawmills, in the middle of forested areas, with the idea that workers can live near their jobs, and run small farms when not logging, seem to have definite possibilities wherever logging can be conducted on a sustained-yield basis. One or two similar colonies have been established in Newfoundland, with the help of logging companies, where fishing and agriculture are alternative pursuits.

These are some possible steps which might be taken to cope with the problems of seasonality. The other members of this panel, I am sure will have others in mind. The seasonality problem, it will be agreed, needs careful research and analysis. The observations made here must be regarded largely as tentative. Some of them may well be rejected after being considered more fully from the point of view of the whole economy, as well as from that of the seasonal worker and of his employer.

INDUSTRIAL PRODUCTIVITY IN BRITAIN

The First Report of the Committee on Industrial Productivity outlines progress made in studying the possibilities for improved methods of increasing output and quality of production. The Committee's preliminary work has included a series of studies on the human factor affecting industrial productivity.

The British Government in December, 1947 appointed the Committee on Industrial Productivity, consisting of eminent scientists, industrialists, trade unionists and civil servants, to advise on "the form and scale of research effort in the natural and social sciences which would best assist an early increase in industrial productivity and further to advise on the manner in which the results of such research can best be applied." The Economic Planning Board asked the Committee to concentrate on studying essential industries which were under-manned, industries with low productivity compared with pre-war production, industries producing items of key importance, and industries where high production costs affected exports sales. Recommendations which would be of immediate value, and not requiring considerable capital expenditure, were to be its major concern.

The main work of the Committee, in the period of 15 months covered in the First Report, has been accomplished through four Panels assisted by a Working Party of qualified experts from the public service, and a Committee Secretariat. The four Panels are: the Panel on Technology and Operational Research, the Panel on Imports Substitution, the Panel on Technical Information Services and the Panel on Human Factors affecting Industrial Productivity.

General Review

In examining the present position of British industry as a basis for its Panel studies, the Committee decided to use the term "productivity" on the basis of output per man-year rather than per man-hour in order to include information on the number of hours worked, as well as the intensity and effectiveness of the work done. Before the last year, productivity per man-year increased about 2 per cent per year. After a serious setback in the years 1939 to 1947, productivity improved noticeably in 1948, and total production was considerably higher than in 1938. In a few important industries, however, productivity in 1948 was still below that of a decade ago.

According to the report, Britain's need for an immediate steep rise in productivity is now generally recognized, and much study is being devoted to this subject from different points of view by various government departments and industrial research agencies. One first important task of the Committee, its Panels, Working Party and Secretariat, has therefore been to become familiar with previous research in order to supplement their efforts and expedite action.

The basic requirements to increase industrial productivity were found to be adequate supplies of raw materials, good coal, electrical power, up-to-date capital equipment, especially machine tools, and proper use of present equipment and manpower. Since the war, supplies of raw materials have been short and irregular, although now slowly improving; the Committee is studying the avoidance of waste, the use of home-produced materials instead of imports, and sources of raw materials in sterling areas which can be used to replace those from dollar areas. In 1948 coal production was 10 per cent below 1938 and the quality worse, while consumption was much higher; research to improve this production is being carried on by the Ministry of Fuel and Power. Electrical supplies are inadequate because few new generating stations have been built since 1939, although demand has grown rapidly; here again the Ministry of Fuel and Power is making efforts to boost production. The development of capital equipment presents difficulties because it involves heavy capital expenditure, but the Ministry of Supply is encouraging the production of a wider range of machine tools.

In agriculture the Government aims within five years to raise production of food by 20 per cent, so as to feed 4 million people more from Britain's own resources and thus cut down imports substantially. The Ministry of Agriculture is gradually building up an extensive system of research and experimental stations in order to help individual farmers to overcome their production problems.

The Committee is convinced that a rapid rise in productivity would result from

improved use of existing labour and machinery. Some industries have effected increases of 20 per cent or more in a short time by reducing waste of manpower and using machinery to better advantage. Such redeployment does not involve large capital expenditure, but requires special skill and experience in industrial counselling, of which there is a shortage in Britain. This redeployment is helped by enlisting the interest of workers in boosting production, in co-operation with management.

The Report states: "An equally important feature of the industrial efficiency of a nation is the quality of its products. Scientific research has an even more direct influence on the improvement of quality than on the improvement of output." By applying existing knowledge and scientific methods, even more than by new research, productivity can be immediately increased in most industries. But original research in such fields as adaptation of instruments and development of electronic control mechanisms should be encouraged as well, for their long-term benefits. The Department of Scientific and Industrial Research and the National Research and Development Corporation will be giving a valuable lead in the discovery and development of improved industrial techniques.

Finally, two technical requirements were briefly referred to by the Committee in its First Report: the need for standardization of products and component parts of products, and the need for some recognized uniform system of measuring productivity in various industries.

Panel Accomplishments

(1) **Technology and Operational Research.**—The Panel began by investigating the cotton textile industry, and concluded that the first need was concentrated effort to organize and use the present labour force more efficiently. This could lead to a substantial rise in productivity without a larger labour force, longer hours of work or large-scale capital investment. In the long run a program of re-equipment with up-to-date textile machinery is necessary, and the Ministry of Supply assisting the industry to plan this program. The research and development facilities available to the industry, which are very meagre, will have to be expanded if the British textile industry is to retain its position. A similar problem faces other industries such as the foundries.

A few industries, notably the electrical and chemical industries, have extensive research and development organizations. Other industries—particularly those which consist of large numbers of small firms—

make use of research associations, but fall behind when it comes to the development stage, which is much more expensive. Both the Federation of British Industries and the National Research and Development Corporation are studying the extent of this problem.

The Panel has been making a special study of operational research, the use of the scientific method to provide executives with an analytical objective basis for their decisions. The need for this type of research is growing in government departments, in the nationalized industries and in private industry.

(2) **Imports Substitution.**—The basis for this Panel's work was the 4-year Government agricultural program to expand farm output 20 per cent by 1952. Increases in production of grains, meat and dairy products will require increased acreages of coarse grains and grasslands. Analysis has shown that by proper techniques the nutrient value of grass can be tripled, making it equal to coarse grains for animal food. The production and use of more fertilizers, improved methods of pest control, and the use of straw for papermaking, are all methods by which British agriculture can help to cut down on other imports.

Savings in imports of other raw materials are difficult without substantial capital investment in new plant, except possibly in finding domestic sources of industrial sulphur, which is vital in making chemicals and fertilizers.

(3) **Technical Information Services.**—This Panel began by studying the organization of services in the Government departments for compiling and distributing technical and scientific knowledge. It recommended that the Intelligence Division of the Department of Scientific and Industrial Research be made the focal point for all inquiries about technical and scientific information, and that it serve as a co-ordinating body for all the numerous technical information agencies of the Government departments. A study is being made of the most efficient methods for providing technical information to industry, not only the large amounts of such material already accumulated by Government departments, but also technical information obtained from ex-enemy and other foreign sources since the war.

An inquiry is being made into services provided by the scientific and technical libraries of Britain, including the Science Museum, the Patent Office, the British Museum and the National Central Library. The Royal Society is collaborating with the

Panel on this work, following a Commonwealth Conference on Scientific Information held in the summer of 1948.

(4) **Human Factors Affecting Industrial Productivity.**—The problems facing this Panel were at once much more complex and less easily defined than those of the other Panels. For this reason the Panel decided to begin by a review of work already done or being done in industrial relations. A Research Advisory Group was appointed which planned an initial set of projects which would help to train investigators in field work, involving five distinct types of investigation on human factors related to productivity:—

(a) *Surveys of Managerial Practice.*—On the status, selection and training of foremen and the methods of joint consultation. These surveys are being carried out by the National Institute of Industrial Psychology which is systematically gathering information on 30 sample firms covering all industries. Following this, it is planned to send questionnaires to all manufacturing firms employing more than 250 workers, and to send teams to visit and study representative firms.

(b) *Factors Affecting Skill and Learning Capacity.*—These enquiries will explore the factors influencing machine tool and work design, the effects of ageing on industrial productivity, and the most efficient unit of work. Teams on this project will be from the Cambridge Psychological Laboratory and the National Institute of Industrial Psychology, work-

ing on the basis of laboratory tests verified by studying actual examples in industry.

(c) *Comparative Case Studies.*—Teams from Cambridge Industrial Psychology Unit are analyzing cases where rates of productivity in industrial firms and ordnance factories making similar products differ significantly, or where there are varying managerial practices for handling workers' problems.

(d) *An Extensive Study of Human Relations in One Firm.*—An experiment is being carried on in an engineering factory with 1,500 employees toward the development of efficient co-operative working at all levels. In addition to the survey team, representatives of the management and the union are taking part.

(e) *Investigation of Publicity Methods.*—A Cambridge Psychological Laboratory team is exploring and testing practices for stimulating interest in better industrial relations by experimenting with the use of group discussion for training supervisors, improving inter-group communication in a firm, and assessing the usefulness of a training-within-industry program.

This program of surveys and experiments on key industrial problems is preliminary, in order to help in co-ordinating research by a group of allied agencies and to train research personnel. As experience and knowledge grow, other human factors important in increasing productivity will be studied, and the results of the research made available to employers generally.

LABOUR-MANAGEMENT RELATIONS IN BRITISH COAL INDUSTRY

The National Coal Board's third annual report is a comprehensive one of 300 pages, dealing with the various aspects of the Board's many activities, and containing financial statements and statistical tables. The following summary is concerned mainly with questions of labour-management relations.

Britain's coal industry completed its second year of operation under public ownership at the end of 1948. The National Coal Board reports that while production fell short of the target set for 1948, output was increased, prices were kept steady, and regular exports were resumed; the industry paid its way and earned a small profit. Working conditions and safety were improved; manpower increased, and absenteeism declined. Earnings of the mine-workers as a whole went up as productivity improved, with little increase in the wages cost per ton. Welfare reforms were introduced, and conciliation and consultation were developed and improved. Against this, however, an estimated one million tons of output were lost as the result of unofficial strikes.

Several causes were given by the Board for the output rise. The number of workers in industry increased by 8,000 and workers at the coal face rose by 5,000. While attendance improved, absenteeism decreased from 12½ per cent in the previous year to 11½ per cent in 1948 for all workers and from about 15 per cent to 14 per cent for face workers. The later months of 1948, however, showed a higher absenteeism than the corresponding months of 1947. Higher productivity also helped in the output increase, and output per manshift for the year (all workers) was 1·11 tons compared with 1·07 tons in 1947. Output per manshift at the coal face increased to 2·92 tons in 1948 from 2·86 in 1947. In the last months of 1948 output per manshift (all workers) exceeded 1·14 tons—the average for the year 1938. Other reasons for increased output were brought about by

changes in the layout and organization of collieries and increased use of ordinary and more advanced types of coal face machinery.

Exports during the year amounted to 16 million tons and at the end of the year reached a 20 million ton rate. The figure compares with 5½ million tons the previous year. Thus the Board met the Government's export target and fulfilled its commitments under the Marshall Plan. The export total was made up of 5½ million tons as ships' bunkers at British ports and 10½ million tons as cargoes shipped overseas.

"There was coal to spare over and above the original Marshall Plan commitments" state the National Coal Board. "Some of this extra coal—about 860,000 tons—went to Marshall countries (in addition to the 6 million tons promised in the Plan). Some 1·2 million tons went to European countries outside the Plan (Spain and Finland) and 1·7 million tons went outside Europe—mainly Canada, the Argentine and Brazil."

The National Coal Board's financial year ended with a surplus of about £1·7 (\$6·8) million compared with a deficit of £23·25 (\$93) million at the end of 1947.

The Board as Employer

A section of the report is devoted to a discussion of the Board as an employer, and contains a detailed account of negotiations that took place during the year and agreements arrived at between the Board and the National Union of Mineworkers and other unions.

The Board's policy as employer is re-stated: "to secure a contented industry

OUTPUT, MANPOWER, AND PRODUCTIVITY IN THE BRITISH COAL INDUSTRY IN 1948

(Calendar Year Figures)

	1948	1947	1948 compared with 1947
Output (Tons)	197,654,700	187,202,800	+5·6%
Average Manpower	724,000	711,400	+1·8%
Output per Manshift (Cwts.)	22·2	21·5	+3·2%
Absenteeism	11·55%	12·43%	—

in which management and men can strive together to increase the country's prosperity." In pursuance of this policy the Board, in 1947, in an endeavour to "remove many causes of discontent," introduced several costly reforms, including the five-day week. Coal miners, it claims, are now among the most highly paid workers in Britain. In conjunction with the National Union of Mineworkers, means were provided for the peaceful settlement of disputes. In particular, the Pit Conciliation Scheme was set up to enable differences which arose in the pits to be settled quickly on the spot. Consultative Committees and Councils were set up throughout the industry to enable representatives of the men to take part in solving the many problems of management. Welfare improvements were made, and schemes for the training and education of the workers were launched.

Conciliation

The Board's conciliation machinery (L.G., 1948, p. 1399) is in three parts: the National Conciliation Scheme, the District Conciliation Scheme, both of which were in force before nationalization, and the Pit Conciliation Scheme, which is new. The Pit Conciliation Scheme is designed to ensure that all differences are settled quickly and constitutionally, and there is a strict timetable for completing the various stages of discussion, negotiation and arbitration.

In 1948, as in the previous year, there were no official strikes, i.e. strikes sponsored by the union. There were, however, 1,528 unofficial strikes, involving 190,915 men and resulting in a loss of output estimated at 1,062,300 tons. The figures for 1947 were: 1,635 strikes, involving 303,452 men, with estimated loss of output of 1,652,000.

More than half the total loss—644,000 tons, was due to disputes about wages, including price lists, allowances and bonuses. These numbered 631. The second major cause was disagreement about methods of working and colliery organization. This caused 290 strikes, with a loss of 182,000 tons. There were eight disputes over the application of the Five-Day Week Agreement, resulting in a loss of 15,200 tons.

More than half the collieries had at least one strike during the year, the Board reports. "Many of these occurred before 'Pit Meetings' were held and sometimes even before the matter had been taken up by the union." On the other hand, it is pointed out, many questions which might have led to strikes were settled by means of the Pit Conciliation Scheme. "As people became more familiar with the Scheme, there was evidence of a better spirit in negotiations," the report says.

When a strike occurred disciplinary action was often taken. "The men were sued for breach of contract and the Court awarded damages; or the men agreed through their Union to pay mitigated damages and the cases were settled out of Court. However, the success of the Pit Conciliation Scheme depends on the confidence which management and men have in it and the sense of responsibility shown by both. The men who went on strike in 1948 did so in defiance of their Union, who had agreed to use the machinery and to accept the decisions made at any stage as final and binding. The problem is, therefore, partly one of Union discipline. If in 1948 there were signs of an improvement in the industrial relations of the industry, there is much room for further improvement. The constitutional machinery must be used in every case."

Consultation

In 1947, a consultative scheme to provide a two-way exchange of opinion and information was agreed upon by the Board and the unions. The scheme provides for the setting-up of machinery at three levels—a National Consultative Council to discuss matters of national interest, and similar Councils at Divisions and Areas, with a Colliery Consultative Committee at each colliery. The Board reports that in 1948 the structure of Councils and Committees was virtually completed, and that by the end of the year Consultative Committees were working in all but a dozen or so of the Board's 1,000 collieries.

At the request of the National Union of Mineworkers, a change in the scheme was made so that workers' candidates for colliery committees shall be nominated by their union branch and elected by secret ballot. At least two men must be nominated for each vacancy. Originally, candidates were put forward by anyone working in the colliery so long as he was a union member.

Commenting on the success of the scheme, the Board says that throughout the coal-fields experience has been varied.

At most pits consultation has helped. At some it has been an outstanding success. At some, however, it has failed—usually because deeply ingrained feelings, suspicion and resentment could not be dispelled. One Area General Manager reports that at some pits consultation is viewed merely as a means of collecting the expense allowance of 5s. which is paid to those who attend. Another complains that many men still do not realize that the Colliery Committee is designed to advise the Manager, not to take over his job. Another complaint is that many mine-workers also find it hard to distinguish between conciliation and consultation, and tend to regard every discussion as an

opportunity for bargaining. These examples show failures on the part of the mineworkers. In other cases, management failed to give the lead which was needed. Despite the failures, however, much progress was made during the year, and faith in consultation among management and men is spreading.

The important part that this two-way exchange of opinion and information is already assuming in the life of the industry, it is stated, is "well exemplified by consultation on reconstruction schemes and the closure of pits, which may involve discussion at all 'levels'—pit, Area, Divisional and National. The reconstruction of the industry means a big upheaval in the lives of many mineworkers. In the long run the reconstruction program is as much in the interest of the mineworkers as it is in the interest of the country as a whole. But nobody likes changing his place of work or his home unless he sees a good reason why he should do so. . . . For men merely to acquiesce in a change is not enough. They must also understand the need for it and thus help wholeheartedly to bring it about."

The Five-Day Week

With the introduction of the five-day week in May, 1947, an agreement between the Board and the NUM ensured that the reduction in working time would not mean a drop in earnings. In return, men who were not already working at full stretch were to accept bigger daily tasks, so that output would not only be maintained but increased. The process of re-assessing tasks went on throughout 1948. "but far too slowly," the Board reports. "In some Divisions, the management had little or no difficulty in obtaining the men's agreement to working bigger tasks. In others they made progress with difficulty: in many collieries—even in whole districts—they met with no success at all."

At the end of 1947, in response to the Government's appeal to all basic industries to work longer hours, the Board and the NUM agreed that while the emergency lasted workers in the coal industry should work either an extra half-hour a day or two Saturday shifts out of four, the choice being left to the Division and Area executives or the collieries. The agreement expired on April, 1948, but was renewed for another year.

Commenting on the working-out of this arrangement, the Board says: "As the year went on, many collieries stopped overtime working, mainly those at which Saturday shifts had been arranged. . . . Not every ton of coal produced during the extra hours of work was a net gain. Some men who

turned up for work on Saturdays missed one or more of the normal shifts in the following week. The introduction of the Five-Day Week had made it possible for managements to organize the collieries better (e.g. by concentrating maintenance work into the week-end), and with overtime working this advantage was lost."

Compensation for Injury and Disease

The Workmen's Compensation Acts were replaced by the National Insurance (Industrial Injuries) Act, 1946, which became effective July 5, 1948. Under the new Act benefits are not related to loss of earnings. A man is entitled to receive Injury Benefit up to a period of 26 weeks, after which Disablement Benefit, in the form of a pension, is paid in all cases of permanent or "substantial" disability whether or not the disabled man has returned to work. A constant Attendance Allowance may be granted in cases where disabled men need someone to look after them, and there is also a Special Hardship Allowance.

Because of the special dangers of their work, following negotiations between the National Coal Board and the NUM, a Supplementary Scheme providing for the payment of additional benefits was agreed upon and in July received the approval of Parliament. The men contribute 4d. a week towards the scheme, and the Board sets aside 4d. a ton on the total output of coal.

Compensating Redundant Miners

In December the Board started a scheme to compensate mineworkers who lose their jobs through the large-scale reorganization of the industry. The Board does not regard a mineworker as redundant until it has done its best to find him another job. Compensation is payable at differing rates for underground workers and surface workers for a maximum of 26 weeks' unemployment. At the same time, the worker is able to draw Unemployment Benefit as well. The scheme, it is stated, applies specifically to "redundancy of an exceptional nature arising from the need recognized by the Board and the Union."

Health and Welfare

Health.—In 1948 the number of deaths from accident was the lowest on record, the Board reports, but adds the qualification that "over so short a period, the number of casualties is not an accurate pointer to the effectiveness or otherwise of safety measures." The belief is expressed that "the industry's record for safety can and will be improved as time goes on."

Throughout 1948 the fight against dust disease and its effects was continued, the reports says, and the problem of re-employment of men suffering with dust disease was tackled. Special rehabilitation centres for injured miners were set up.

Welfare.—For every ton of coal that is produced, about 3d. is devoted to the welfare of the mining community, it is stated, "to provide new pithead baths and canteens, rehabilitation centres, convalescent homes, as well as buildings, playing-fields and equipment for leisure-time activities." The National Miners' Welfare Joint Council plans how the money shall be spent. In addition, the cost of maintenance of pithead baths and capital improvement to canteens is borne by the Board. By the end of 1951, the Board estimates that about £9,000,000 will either have been spent on new pithead baths and canteens or earmarked for this purpose.

As to facilities for miners' leisure-time activities, halls, institutes and recreation grounds have been provided, and the Board reports that "the institutes are becoming the centre for many new activities such as music, drama and handicrafts." To help the mining communities in organizing these new activities, residential week-end training courses were given in co-operation with the Local Education Authorities. Sports were encouraged, and during the year many sporting events took place, such as local billiards championships, bowling, boxing and fishing contests.

Education.—The industry is short of qualified technical men, the Board reports, and will need about 200 graduates each year—more than double the number who entered the industry before nationalization. To help to overcome this shortage scholarships are being offered by the Board in mining and other technical subjects.

"As in the past," the Board states, "many of the responsible posts will be filled by men who have not been to a university but who, by experience and part-time study, have qualified themselves for promotion. Thus, a mineworker can fit himself for a colliery under-official's job, and after further experience and study can take the examination for a colliery manager's certificate." During the year 6,500 employees were given time off to attend courses.

Each year, the Board estimates, 2,000 boys will be needed to qualify as skilled tradesmen, and the main lines of an apprenticeship scheme were decided upon.

Various courses and conferences were arranged during the year on such subjects as the "human side" of management, and

the best means of making consultation effective. The Board again held a summer school, this time at Oxford.

Manpower

The total of 726,300 men on the colliery books at the end of 1948, while considerably below the target of 750,000 was 8,000 above the figure at the end of 1947. Commenting on the failure to achieve the 1948 target, the Board gives as one reason the difficulty in placing foreign workers. "From the other sources of recruits—juveniles, experienced miners from the Forces and other industries, and adult recruits without experience of mining—the Board took practically all they could get. They would probably have got more had there been more houses available. However, in some parts of the coal-fields recruits could not be accepted because the collieries could not be expanded quickly enough to provide jobs for them. As the year went on, the Board found they could not increase the industry's manpower to the full extent of the original estimate without taking on more inexperienced men than could be usefully employed."

Wages Policy

In the chapter dealing with a national plan for the industry, the question of wages policy is discussed. "The industry's present wage structure is complicated," the Board declares, "and badly needs to be revised, but this can only be done with great care and after much study. Before making any major changes, the Board will hold full discussions with the NUM and other Unions."

The relative wages which are likely to be paid in different districts presents a further problem, the Board points out, and asks:—

Should this trend towards the equalization of wages continue? At a first glance under national ownership it might seem fair that a man doing a job in one part of the country should be paid as much as another man doing the same job in another part, if each is doing the same amount of work. Standard wages throughout the country might mean a more contented labour force less inclined to press for unjustifiable wage increases. For when there are big differences in wages between districts, the men in the lower-paid districts tend to press to have their wages brought up to the level of the higher-paid districts. On the other hand, the men in the higher-paid districts press for increases in order to maintain their traditional advantage. Yet there are strong arguments against equalization of wages (except equalization of the minimum wage, which the Board have already accepted). To bring all wages in the industry up to the level of those in the highest paid districts would involve expense which the

industry cannot now afford. So far from its making the labour force more contented those who have had relative advantages in the past may feel aggrieved. If profits are made because some districts become more efficient, it is a strange way of encouraging the workers to hand the money to the districts which have not become more efficient. Differences in wage levels would mean that economic forces would work with the Board's plan—not against it. Men would be tempted to leave the mines in the high cost districts (which could not afford to pay high wages) and go to the low cost districts where they would be better paid, which would mean that the country as a whole would produce more and cheaper coal. Standard national wages would greatly increase costs in certain districts where costs are already high. As the Board—like any other concern—cannot afford to run any part of its business indefinitely at a loss, this would mean closing mines and employing fewer workers in these districts. Thus, in the long run, standard wages would mean less and dearer coal for the country. These—and other—problems will eventually have to be discussed between the Board and the Unions.

Planning for 1949

By the autumn it was clear that the production target for 1948 would not be reached, the Board states, and in 1949 “still

more would be needed.” An appeal from the Minister of Fuel and Power to the Board and the National Union of Mineworkers to see what could be done to improve the prospects for 1949 resulted in a Joint Committee on Production being set up. The committee's recommendations dealt with manpower at the coalface, output per shift worked at the face, attendance, and the working of overtime. The Committee proposed that the Board and the Union should “share the responsibility for getting the mineworkers to attend better and suggested that a Joint Attendance Committee should be set up at each colliery to interview absentees and to impose penalties.”

The Board accepted the Committee's recommendations, and when the report was referred to the Areas of the NUM, “most of them accepted it in principle, but many disliked the proposal that the union officials should be associated with management in penalizing absentees. They preferred the arrangements which were already in force locally or were then being discussed locally.” (L.G., Jan., 1949, p. 13.) At the end of the year discussions were still going on between the Board and the Union.

LABOUR POLICY IN OCCUPIED JAPAN

One of the principal media through which the Allied Powers have endeavoured to democratize Japan has been a program of labour reforms. An ILO mission, which visited the country early in 1949, describes the measures that are being taken to improve labour standards and social conditions.

“Modern industrial development in Japan was achieved by forced marches, and the slow process of evolution which elsewhere took the best part of a century and a half or more was pressed into four or five decades. So spectacular was this result, especially in the few years preceding and succeeding the first world war, that it was generally overlooked, not only in Japan but elsewhere, that no marked social ferment prefaced the advent of the industrial revolution. Consequently, the development of the national consciousness of public responsibility lagged behind, while the concentration of wealth and power in a few hands by the widespread use of modern methods of production proceeded without let or hindrance. This disproportionate develop-

ment was clearly revealed in the manner in which arbitrary, irresponsible and, as it ultimately proved, suicidal forces gained control of public policy and led the nation to the greatest disaster in its history.”

This was the background of the situation facing Allied occupation authorities in attempting to democratize Japan, according to a survey of economic and social conditions in that country made early in 1949 by a mission from the International Labour Office. The results of the survey are described in the July issue of the *International Labour Review*.

The mission comments: “The retracing of the path to sanity is not, and cannot be, an easy task.” On a more optimistic note

it adds that while "it is hardly possible to under-rate the predicament in which the country is placed, morbid pessimism is by no means justified. A land with a people as industrious, adaptable, patient and capable of forging ahead as the Japanese need not despair of the future."

The initiation of new economic and social policies followed Japan's surrender to the Allied Powers in August, 1945. In fields such as land tenure, big business, labour legislation and industrial relations the SCAP (Supreme Commander for the Allied Powers) has considerably departed from what the mission describes as "feudalistic and totalitarian patterns of living" and moved towards "modern democratic organization."

Agricultural Policy

At the outbreak of Sino-Japanese hostilities, in July, 1937, agriculture supplied 85 per cent of the nation's food and supported over 40 per cent of the population. With the attack on Pearl Harbor in 1941, steps were taken in Japan to expand food production and control its distribution. These efforts to make the country self-sufficient in food met with little success, the report indicates.

With a view to reforming the "feudalistic" land system the occupation government proposed to purchase some five million acres of land cultivated by tenants. This land would be re-sold to tenant-farmers who could pay for their allotments over a period of 24 years. The landlords were to be compensated at legally-determined price-levels.

Industrial Policy

Complete control of industry, banking, mining, transport and foreign trade rested, before the occupation, in the hands of a "small financial oligarchy, the *Zaibatsu*".

The occupation authorities have endeavoured to re-establish the Japanese economy on a sound, self-supporting basis, at the same time as rendering impotent the monopolistic controls of *Zaibatsu*.

Mitsui and Mitsubishi, the foremost *Zaibatsu* companies, were given notice to liquidate, and anti-trust legislation was introduced. By July 15, 1948 a Fair Trades Commission, set up to administer the anti-trust legislation, had ordered 130 concerns to liquidate.

The occupation authorities ordered the destruction of arsenals, aircraft factories and other plants having a war potential. Funds were advanced, through the Reconstruction Finance Bank, for the rehabilitation of essential industries.

Labour Policy

The ILO mission, in assessing Japanese labour policy during the war, concluded that after 1940 "labour legislation appears to have been more restrictive than protective." Because there was no legislation before the war to protect trade union rights, activities in this sphere had been increasingly restrained. As the war progressed, the few remaining free trade unions were obliged to amalgamate into two joint Government-sponsored organizations.

One of the principal media through which SCAP has endeavoured to democratize Japan has been a program of labour reforms. Featured in this program has been:—

(a) the enactment and enforcement of a protective labour code based on accepted international standards;

(b) the effective use of manpower resources through a system of free public employment offices replacing former undesirable recruiting methods;

(c) the repeal of repressive labour legislation and the encouragement of a free and democratic labour movement; and

(d) the promotion of sound industrial relations through collective bargaining.

Conditions of Labour

The Labour Standards Law, effective May, 1948, extended protection to employments hitherto excluded; the hours of work in such employments, with but two exceptions were limited to eight a day and 48 a week; with certain rest intervals and annual holidays with pay.

Employers were required to provide for accident insurance under the Labourers' Accident Compensation Insurance Law of April, 1947, and the Unemployment Insurance Law of December of the same year introduced compulsory unemployment insurance.

For the purpose of enforcing protective labour legislation, a Labour Standards Bureau was established in the Welfare Ministry in April, 1947 and the following August, a separate Ministry of Labour was set up for the first time.

While improvements in working conditions have been made in larger establishments, the major portion of the working class is employed in the smaller firms where little or no progress has been effected. In remote parts of the country, enforcement of labour legislation is irregular. "The labour inspectors seem as yet inexperienced," the report comments, "and the courts reluctant to inflict severe penalties for infringements of the law."

Real wages, lower than in other industrial countries before the war, have suffered a further reduction as a result of the wartime and post-war inflation.

Efforts have been made during the occupation to reform the dormitory system, which is characteristic of Japanese industrial life, particularly in the textile industries. The practice of accommodating workers in buildings on the factory premises with arrangements for board and lodging is quite widespread. Members of the mission doubted, however, that such living arrangements were conducive to development of initiative and responsibility among the workers who have been accustomed throughout their lives to "unquestioning submission to paternalism."

Organization of the Labour Force

In this field, the mission reported, the main objectives have been to "reorganize employment offices, to provide facilities for vocational training, to alleviate unemployment by the institution of schemes of public works and of unemployment insurance, to eliminate intermediaries in the recruitment of labour and to organize special recruitment programs for specific industries."

In 1946 a public works program was initiated to alleviate unemployment during the transition period from war to peace. At its peak the program provided employment for about 1,300,000 persons. "The elimination of the 'labour boss' from labour organizations and of abuses arising from labour recruitment by private agencies has been one of the principal pre-occupations of the authorities."

At the time the report was made, 415 public employment offices in operation throughout the country were facilitating the monthly placement of about 150,000 workers.

Industrial Relations

Recognition of the right of labour to combine for collective bargaining was given for the first time in Japanese history on December 21, 1945 with the adoption of the Trade Union Law. As a result, the number of trade unions was augmented from nine in October, 1945 to 35,376 in October, 1948, while membership increased from 5,072 to 6,639,939.

The Labour Relations Adjustment Law of October, 1946 "empowered the central and local labour relations committees, composed of equal numbers of employers, workers, and neutral or third party members, to conciliate, mediate, and arbitrate industrial disputes." During the third

occupation year almost all industrial disputes were handled by these labour relations committees.

Members of the mission were of the opinion that statistical returns on trade unions, mentioned above, are misleading. Far from possessing the desire to establish a "spirit of real co-operation between employers and workers," the industrial relations organizations have adopted an "outward compliance with the standards set by the occupation authorities." Trade union officials continue to have their names on company payrolls as such although the law forbids the subsidizing of trade union activities. Employers have allegedly not discontinued the practice of giving "strike pay" to the workers, and persons with managerial responsibilities are frequently granted membership to trade unions.

Prospects for the Future

In Japan's efforts to attain the status of a major modern industrial country, the mission states, consolidation of gains already made depends upon three equally important factors:—

(1) the development of a strong, independent and responsible trade union movement;

(2) the readiness of employers to contribute to an organization of industrial relations which will be at once supple, systematic and inclusive of every sector of the national economy;

(3) the re-inforcement of the national economy in such a way that it can sustain high social standards and can be properly integrated with the world economy.

The raising of labour standards in the smaller companies is, in the opinion of the mission, dependent on "economic reconstruction leading to greater productivity."

The occupation authorities fully appreciate the importance of economic reconstruction as the basis for improvement of the living standard. In January, 1949, SCAP, through its Economic and Scientific Section, sponsored a labour-management conference. This gathering approved the principle that stabilization of wages should be attained "by correcting price structure inequities, improving real wages, abolishing the black market and equalizing the tax burden" without resorting to subsidies, price revision and deficit financing.

In view of Japan's large and growing population and limited natural resources, the expansion of export trades is an indispensable condition for the recovery of the national economy. The mission was optimistic, however, that economic recovery

could be accelerated. In the sphere of export industries, many large companies are capable of meeting large orders and anticipate a return to normal in trading.

"These undertakings," the report states, "can satisfy the present demand for capital goods, such as electrical and communications appliances, equipment and machinery, textile and mining machinery, rolling stock and vehicles, and machine tools for development schemes, from economically underdeveloped countries, particularly in Asia, provided that such trade is facilitated."

In this regard, the United Nations Economic Commission for Asia and the Far East in June, 1948 adopted a resolution stating that "the industrial capacity of Japan, within the limits which may be

permitted to Japan by the Far Eastern Commission and the Peace Settlement, when concluded, can be utilized to supply a proportion of the essential requirements of the other countries in the ECAFE region in respect of several categories of capital equipment, materials and consumer goods."

The report concludes with the recommendation that the "Japanese economy must needs be integrated with the world economy not only in the interests of Japan but of the world as a whole. . . . There can, however, be little hope of such re-integration until there is the assurance that the efforts made in Japan to improve labour standards and social conditions generally will be maintained and re-doubled."

INTERNATIONAL LABOUR ORGANIZATION

Commission on Trade Union Rights

Reference was made in last month's *LABOUR GAZETTE* (pp. 1088, 1091) to a resolution approved by the Governing Body of the ILO concerning the establishment of international machinery for safeguarding freedom of association.

This question was subsequently debated by the Economic and Social Council; and as a result the International Labour Organization has been authorized to proceed, on behalf of the United Nations as well as on its own behalf, with the establishment of a Fact-Finding and Conciliation Commission on Freedom of Association.

This decision was embodied in a resolution sponsored by the United States and the United Kingdom. It was adopted by a

vote of 13 to 3. Opposition votes were recorded by the USSR, which had submitted a counter resolution, and by Poland and Byelorussian SSR.

The resolution requests the Secretary-General and the Director-General of the ILO to consult together with a view to exchanging information and formulating a procedure for making the services of the Commission available to the appropriate organs of the United Nations with respect to member states which are not members of the ILO.

It is expected that detailed proposals will be submitted to the Governing Body of the ILO at its next session, to be held in Mysore, India, in December.

Forced Labour Inquiry Postponed

An inquiry into the practice of forced labour, which was to have taken place partly under ILO auspices, has been postponed.

The matter was discussed by the Economic and Social Council last March (L.G., May, 1949, p. 535). The Council at that time requested the ILO to give consideration to the matter, and also requested the Secretary-General to inquire from all governments in what manner and to what extent they would be prepared to co-operate in an impartial inquiry in their countries.

The Governing Body studied the problem last June, and adopted the following conclusions in regard to forced labour:—

(1) The alleged existence of forced labour in many countries is a matter of grave and widespread concern;

(2) The question is of direct concern to and within the competence of the International Labour Organization;

(3) The International Labour Organization considers that there should be an impartial inquiry into the nature and extent of forced labour, including the reasons for which persons are made to perform forced labour and the treatment accorded to such persons;

(4) The matter is also one of concern to the United Nations as a collective organization and to the various members of that organization in their individual capacity, and there should therefore be the closest collaboration between the United Nations and the International

Labour Organization in carrying out the proposed impartial inquiry. Such collaboration is of particular importance in view of the desirability of including within the scope of the inquiry Members of the United Nations which are not Members of the International Labour Organization;

(5) The Director-General of the International Labour Office should therefore establish close contact with the Secretary-General of the United Nations with a view to the establishment of an impartial commission of inquiry into the whole question at the earliest possible moment.

It was decided that these conclusions should be transmitted to the July session of the Economic and Social Council of the United Nations.

In debating the matter early in August, the Council considered a draft resolution submitted by the United States, proposing the creation of an eleven-member commission of inquiry, five members of which should be designated by the Council and five by the ILO, the eleventh member being elected by the ten designated members.

However, a majority of the Council decided that it was useless to set up any form of investigation commission unless all governments, particularly the Big Powers, were willing that investigation should take place within their territories.

Accordingly the Council adopted a joint Brazilian-Danish-Indian amendment which deleted from the U.S. draft resolution all the operative part that would proceed with the constitution of a commission of inquiry, and substituted a new operative part. This stated that the replies from governments so far received in answer to the Secretary-General did not provide the conditions under which a commission of inquiry could operate effectively. It instructed the Secretary-General to request governments which had not yet stated that they would be prepared to co-operate in such an impartial inquiry to consider whether they can give a reply to that effect before the next session of the Council.

UNITED NATIONS SURVEYS NATIONAL PLANS FOR FULL EMPLOYMENT

The Economic and Social Council of the United Nations has conducted a survey of the plans formulated by various nations to maintain full employment and economic security. The replies received from 26 nations, representing the various types of economy in the world, have been the subject of debate in the Council recently; and the question has been placed on the agenda of the next session of the United Nations General Assembly.

Various reports reaching the United Nations indicate that since the middle of 1948 economic activity throughout the world has been showing a tendency to level off, and in a few countries to decline, marking a turning point in post-war economic development. As the *World Economic Report for 1948* submitted to the Economic and Social Council states: "For the first time since the end of the war, there was a reversal of the upward trend of prices, a check to the expansion of production and some increase in unemployment in a number of countries."

ILO Survey of Employment in 17 Countries

Unemployment was higher during May, June and July of this year than in the

corresponding months last year in eleven of seventeen countries surveyed by the International Labour Office.

According to the ILO, unemployment, which should normally have declined during the months under review due to seasonal factors, rose in the United States, Germany and Spain.

Estimated unemployment in the United States hit a peak in July of this year when 4,095,000, or 6.4 per cent of the civilian labour force, were unemployed. This compared with 2,227,000, or 3.5 per cent in July, 1948.

Unemployment remained high in Belgium where in July of this year 220,469 persons or 11 per cent of the insured population registered for work.

Those countries where unemployment is reported to have decreased recently, although exceeding the corresponding figure for 1948, are Canada, Denmark, Finland, Sweden, France, the Netherlands, Switzerland. In Canada the number of insured workers who were unemployed touched a post-war peak figure of 208,818 in February, 1949. By June this had declined to 80,391 or 3.5 per cent, compared with 56,509 or 2.4 per cent in June, 1948.

Only in six countries was there less unemployment in May, June and July of this year than there was during the corresponding months of 1948. Unemployment dropped steadily in Italy through June of this year when 1,551,725 persons were registered as unemployed compared with approximately 1,800,000 in June, 1948.

The number of unemployed in the United Kingdom fell from 400,725 in January to 282,578 or 1.3 per cent of the estimated total industrial population in June. This compared with 2 per cent in June, 1948.

Unemployment has remained low in Norway where 2,219 persons or 0.3 per cent of the population were registered for work in June of this year; while similarly in Australia, 0.8 per cent of trade unionists were unemployed during the first two quarters of 1949 compared with 0.9 per cent in the second quarter of 1948. Ireland and Puerto Rico were the other two countries showing a decrease.

National Employment Policies

The June, 1949 issue of the *International Labour Review* has a timely article on the question of national employment policy, summarizing the results of a survey begun in March, 1948 by the UN Economic and Social Council to obtain information from member nations and other nations "concerning action they are now taking to achieve or maintain full employment and economic stability and concerning any publicly available plans to prevent a future decline" in employment.

The questionnaire sent out to nations around the world contained a series of questions on the following eight major problems in the field of full employment policy:—

(1) The extent to which Governments have made commitments on promotion of full employment and economic stability;

(2) Machinery set up to implement these commitments;

(3) Methods for stimulating and expanding employment levels in the private sector of the economy;

(4) "Automatic economic stabilizers and compensatory techniques" prepared or being considered to prevent or eliminate unemployment;

(5) Methods of financing measures for full employment;

(6) Timing of full employment policy;

(7) Methods of increasing mobility of labour and effecting transfers;

(8) National and international measures for meeting difficulties in balance of payments due to decline in exports.

General Observations

A noteworthy feature of the replies, says the article, is the more positive approach to the problem of unemployment, compared to that shown during the 1920's. A generation ago most of the world was still under the influence of nineteenth century *laissez-faire* theories, which in general discouraged any tampering with the automatic working of the economic system. This attitude has, however, been shaken by the depression and the second world war.

In this connection the *Review* comments: "First, Governments were struggling with the problems of deflation and mass unemployment; then, they were attempting to stem the tide of inflation. Now that the war is over, they have been doing their best to steer a straight course between the continuous threats of inflation and deflation. After living for nearly two decades in an environment which has necessitated positive action, men have grown accustomed to the idea of attempting to control their economic destinies by conscious economic policy." This new attitude in many countries reflected the theories of Lord Keynes concerning the determinants of the general level of employment and the development of positive government policies designed to influence these determinants.

The second striking impression received from the replies, according to the article, is the great diversity in the economic philosophies and techniques with which Governments are meeting a wide variety of problems. Most of the nations are handicapped by such varying problems as: the predominance of one industry or export; the continuance of civil war; the problems of rehabilitation; the division of powers in a federal system of government; inadequate technical personnel and equipment. The degree of planning ranges from countries like Switzerland and the United States where government intervention is restricted within narrow limits, to Czechoslovakia and the Soviet Union where the economy is almost completely planned.

In order to analyze the replies more fully, the countries have been divided into three groups:—

- (a) Countries with highly developed economies;
- (b) Underdeveloped countries; and
- (c) The planned economies.

Countries with Highly Developed Economies

The twelve countries in this group were in 1948 enjoying full employment and production, with seasonal and temporary unemployment under 5 per cent.

Machinery for Promoting Full Employment

Every country in this group has set up an agency to co-ordinate employment policy, according to the report. The United Kingdom each year issues a report on "National Income and Expenditures" and an "Economic Survey" as a basis for economic policy. In the United States a Council of Economic Advisers develops economic policies which are reported directly to the President. In Canada the Economic Research Branch of the Department of Trade and Commerce prepares forecasts and analyses which are the basis for policy-making by the Cabinet Committee on Economic and Industrial Development. In Sweden, Switzerland, Denmark, Netherlands, Belgium, Finland, Australia and New Zealand various agencies of government keep an alert eye on levels of employment and prepare plans to avert any serious upset.

Stimulation of the Private Sector of Economy

Most Governments encourage expansion of private industry, thus diminishing the need for preventive or compensatory employment measures. "Canada has adopted an interesting system of extending tax exemption to expenditures made by private undertakings for research purposes, and has in addition followed the policy of reducing taxes during times of unemployment as a means of encouraging an expansion in production." Sweden exempts profits from taxation if they are invested as approved by the government. Several governments approve of facilitating credit in order to encourage private investment. Contrasted with the 1920's, few governments now emphasize the importance of interest rate policy in stabilizing the economy. Finland, Denmark and Sweden give direct public aid to expand private enterprise under certain conditions, mainly to small undertakings.

"Automatic Economic Stabilizers" and Compensatory Measures

Most highly developed countries, says the article, plan to vary government expenditures as a means of counterbalancing tendencies toward either overexpansion or underutilization of economic resources. The most common "stabilizer" is public construction, which can be restricted in prosperous times and expanded in depression periods. Social security, especially unemployment insurance, is considered to be a good stabilizer, since benefit payments vary inversely with the level of employment. Price supports for domestic agricultural products help to stabilize farm incomes and hence the whole economy. In some countries taxation policies are planned so that taxes will rise and decline along with incomes and employment; thus, when economic activity decreases, taxes will fall in order to help industry recover. "The Canadian Government indicates that reduction in appropriate taxes will be used to help stabilize consumption in a period of declining economic activity." The United Kingdom builds up tax reserves for individuals and corporations in prosperous times which are refunded in bad times.

Financing Full Employment

The survey reports show that none of the governments in this group favours raising taxes in times of declining employment to cover increased government expenditures. Finland builds up a reserve fund in periods of budgetary surpluses for this purpose, while several of the others plan to finance extra expenditures in depression times by loans.

Timing Policy

The United Kingdom, the United States, Canada and New Zealand are among the majority who declare that they plan to anticipate tendencies toward depression and institute effective counter-measures before depression disorganizes the economic system. Belgium and Holland plan to postpone action until such a trend is well established. Statistical indices of total expenditures on consumption and investment, employment and unemployment, export and import prices, liquidity trends, changes in purchasing power and balance of payments, are all warning signs used with varying emphasis by the countries in this group, according to the reports received.

Labour Mobility and Transfers

Nearly every one of the countries in this group reports having a National Employment Service which places unemployed workers and aids in transferring workers

from industries or areas which are depressed to those with greater economic opportunity. In Australia and New Zealand, the National Employment Services are central agencies to implement the full employment policies of their governments. Several of the governments pay transportation expenses under certain circumstances when unemployed workers are transferred under their auspices. Vocational re-training for the unemployed is given by some states such as Canada, Greece and Belgium.

The Problem of Declining Exports

As continued prosperity largely depends on export markets for all these countries except the United States, measures to protect the domestic economy against deflationary world forces are said to be crucial. Many of the countries indicate that where necessary they will invoke import controls on goods and exchange controls on currency. The United States' financial position is sufficiently strong so that an outflow of gold reserves, if it occurs, will not cause any problem. Switzerland and Denmark reply that bilateral trade agreements may be necessary. Belgium, Greece and the United Kingdom aim to request the International Monetary Fund and the International Bank for Reconstruction and Development for assistance if their exchange situation becomes more critical. Australia and the United Kingdom emphasize that the maintenance of employment and continuous programs of development throughout the world will assist greatly the implementation of full employment policy within each country.

The Undeveloped Countries

None of these countries—Burma, Bolivia, India, Ceylon, China, Egypt, Pakistan, Iran and the Philippines—reports industrial mass unemployment, as most of the labour force is dependent on the land. The danger in these countries in case of depression is considered to be "disguised unemployment" in agriculture, in which there occurs underutilization of manpower due to shortage of land and capital, lowering farm living standards. All of these countries are mainly concerned with developing their economies, and thus their main internal problem in the near future will be controlling inflation.

Furthermore, these countries state that they are usually dependent on exports of one or two major crops or raw materials, so that they are especially susceptible to world economic trends. Their governments all realize their difficulty in maintaining living standards under these conditions, and plan to diversify their domestic economies

and guarantee minimum prices on the basis of commodity agreements with their important customers.

Full Employment Policy in the Planned Economies

Two of these governments—USSR and Byelorussia—confine their replies to a statement that there is no unemployment in their countries and that consequently the problem with which the Economic and Social Council is concerned does not arise. Czechoslovakia reports that unemployment cannot arise as a result of a deficiency in internal demand, since private and public consumption are planned; and that unemployment could only result from a failure to import vital raw materials or to export finished goods according to plan.

Trade agreements, especially with other countries with planned economies, are expected to lessen the possibilities of a decline in exports.

Other Problems of Employment Policy

"Although the fourteen questions included in the questionnaire are central in employment policy, several governments have drawn attention to other aspects of full employment policy that are important," the report continues. "The United Kingdom Government points out that the existence of full employment itself generates serious problems, which are as difficult to meet as the threat from demand deficiency. First among them is how 'to prevent the development of an inflationary spiral.'"

"Two other major problems are noted by this government as being associated with conditions of full employment: the problem of keeping the economy sufficiently flexible to allow rapid adjustment to changes in economic conditions; and the problem of maintaining adequate incentives for enterprise and effort. Experience has shown that it is as difficult to solve these problems as to meet the threat from demand deficiency."

United Nations Debate

The results of the survey of national full employment plans were debated in the United Nations Economic and Social Council in August, 1949, and a joint French-British-American resolution as amended by Australia was adopted by 13 votes to 3 with 2 abstentions. This resolution urges governments in planning full employment to

(Continued on page 1248)

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

Further direct negotiations took place during August between the major railways and various railway unions over demands concerning wages and hours of work. Minor difficulties were encountered in connection with shipping on the Great Lakes but the final pocket of strike action affecting Canadian-manned vessels abroad was liquidated.

Introduction

Reference was made in the August issue of the *LABOUR GAZETTE* (page 973) to demands which have been made upon the various Canadian railway systems for wage increases and shorter hours by three groups of railway unions. The unions involved consist of fifteen international unions, acting through a Joint Conference Committee on behalf of some 112,000 workers in the non-operative trades, together with the Canadian Brotherhood of Railway Employees and Other Transport Workers representing clerical and other classifications, and the Brotherhood of Express Employees.

The principal demands of the unions are broadly for the establishment of a five-day week of 40 hours with the same take-home pay as for the present working hours and for a general increase in wage rates of seven to ten cents per hour. Under existing collective agreements, the 48-hour week prevails for employees in nearly all branches of the railway systems except those in locomotive and car shops where the 44-hour week is in force, and except also for the running trades which are not involved in the current controversy. The classifications of employees on whose behalf the demands have been made are engaged not only in railroad operations proper, but also in steamship services and in railway hotels.

Direct negotiations continued during August between the negotiating committees of the employees' groups concerned and the managements of the two major railway systems, Canadian National Railway Company and the Canadian Pacific Railway Company. Towards the end of the period under review, three senior officials of the Department of Labour held informal

discussions with the parties in regard to matters of procedure.

Trouble threatened briefly on the Great Lakes during the latter part of August when recurrent rivalry between the Seafarers' International Union of North America (AFL) and the Canadian Seamen's Union flared up in two United States ports. The SIU established picket lines around four vessels manned by members of the CSU when they docked at Chicago and Milwaukee, with the result that the ships were unable to discharge their cargoes of newsprint when members of the International Longshoremen's Association (AFL-TLC) refused to cross the picket lines. The reason given for the picketing was that the shipowners, Paterson Steamships, Limited, and the Quebec and Ontario Transportation Company, Ltd., had allegedly failed to implement an undertaking to screen out Communists from among their CSU crews. Following the receipt of complaints on behalf of the shipping companies affected, the Minister and officers of the Department of Labour held informal conversations with the Canadian representative of the SIU at which it was pointed out that wherever there were collective agreements between any union and any employer, it was Government policy to do everything possible to see that the agreement was strictly observed, and that since the ships in question were being operated under the terms of collective agreements, it should be the desire of all organized labour to see that the agreements were honoured. The representative of the Seafarers' International Union intimated that his organization would not interfere with the operation of the existing agreements if it could have an opportunity to secure collective bargaining

rights on behalf of the employees of the companies concerned for the 1950 navigation season. Departmental officials pointed out that the two unions had equal opportunity to secure bargaining rights after the lapse of ten months of the life of a collective agreement, provided one or the other could meet the conditions laid down by the terms of the Industrial Relations and Disputes Investigation Act. It was made clear that the Department could not be a party to any arrangements which the SIU might be able to make with any company with reference to another year's operations. In due course the picketing of the vessels was lifted.

In the deep-sea shipping strike called on March 31 by the Canadian Seamen's Union

against East Coast Canadian shipowners belonging to the Shipping Federation of Canada, Inc., the only remaining trouble spot abroad where vessels manned by Canadian crews under Canadian articles were immobilized was cleared up when the CSU called off the strike in New Zealand ports. As reported in the September issue of the *LABOUR GAZETTE* (page 1103) the strike had virtually collapsed earlier in the summer, but was technically still in existence because of the tie-up of the ss. *Ottawa Valley* and the ss. *Triberg* at Auckland and Wellington, N.Z. At this writing employment conditions on Canadian flag ocean-going vessels manned by Canadian crews are no longer affected by the strike.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio, broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to admin-

ister provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and the officer resident in Fredericton represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of August. During the month the Board received five applications for certification; held one hearing, issued three certificates designating bargaining agents, ordered three votes, and rejected one application for certification.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, for a unit of employees of the Canadian Pacific Railway Company, comprising news agents employed by the company on trains operating out of Saint John, Montreal, Toronto, Winnipeg, Calgary and Vancouver (L.G., July, 1949, p. 871).

2. The United Grain Elevator Workers' Local Union No. 333, United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, for a unit of employees of the Alberta Wheat Pool, comprising employees in the elevator department of the company at Vancouver (L.G., Aug., 1949, p. 975).

3. The United Fishermen and Allied Workers' Union, for a unit of employees of the Western Whaling Corporation, Limited, Vancouver, comprising crew members of whale-catching vessels of the company (L.G., Sept., 1949, p. 1104).

Application for Certification Rejected

The Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 279, and the Ottawa Transportation Commission (L.G., July, 1949, p. 871). The Board rejected the application for the reason that it was premature inasmuch as it sought to enlarge the existing bargaining unit prior to the expiry of the normal time, specified in the Act, following the conclusion of a collective agreement. (See Reasons for Judgment below.)

Representation Votes Ordered

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Canadian

Pacific Railway Company (Office of the Merchants' Invoice Accountant, Windsor Station, Montreal (L.G., Aug., 1949, p. 975). Following an investigation of the application, the Board ordered a representation vote of the employees affected. (Returning Officer: L. Pepin.)

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Canadian National Railways (Revenue Accounting Department, Montreal) (L.G., Sept., 1949, p. 1104). Following an investigation of the application, the Board ordered a representation vote of the employees affected. (Returning Officer: L. Pepin.)

3. The National Association of Marine Engineers of Canada, Inc., and the Canadian Pacific Railway Company (Great Lakes Steamship Service) (L.G., Sept., 1949, p. 1104). Following an investigation of the application, the Board ordered a representation vote of the employees affected. (Returning Officer: R. L. O'Neill.)

Applications for Certification Received

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of bus drivers employed by Deluxe Transportation Limited, North Bay, Ont. (Investigating Officer: R. L. O'Neill.)

2. The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of employees of Dench of Canada Limited, employed in Alberta and British Columbia. (Investigating Officer: G. R. Currie.)

3. United Mine Workers of America, District 50, Local 13463, on behalf of stationary engineers employed by Polymer Corporation, Limited, Sarnia, Ont. (Investigating Officer: F. J. Ainsborough.)

4. The Canadian Communications Association, Marine Department, Local No. 5, on behalf of radio officers employed on board three tankers operated by the Deep-sea Tankers Limited, Toronto. (Investigating Officer: L. Pepin.)

5. United Mine Workers of America, District 50, Local No. 13453, on behalf of employees of Polymer Corporation, Limited, Sarnia, Ont., employed in the No. 1 Pilot Plant of the company. (Investigating Officer: Harold Perkins.)

REASONS FOR JUDGMENT in dispute between

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 279, Applicant, and Ottawa Transportation Commission, Respondent.

This is an application for certification of the applicant as bargaining agent of a unit of employees of the respondent company, consisting of several classifications of employees involving 27 employees excluded from the bargaining unit for which the applicant was previously certified by the Board.

On the 18th day of November, 1948, this Board, upon the application of the present applicant, certified the applicant as bargaining agent of shop, maintenance and operating employees of the respondent. In the disposition of that application, the applicant and the respondent were in agreement in asking for the exclusion from the bargaining unit of the classifications of employees in respect of which certification is now requested. In dealing with the former application, the Board requested both the applicant and the respondent to furnish information as to the nature and extent of management functions exercised by employees in these classifications. The replies from both parties were substantially in accord. Upon the basis of these replies, these classifications of employees were excluded from the bargaining unit.

At a hearing before the Board on the present application, the representatives of the applicant stated that the consent of the applicant to the exclusion of these classifications of employees from the bargaining unit found appropriate by the Board on the previous application was given in order to facilitate certification at that time. The discrepancy between the replies given by the applicant to the Board at the time of the former application concerning the duties and authority of employees in these classifications and those ascribed to the same employees by the applicant in the present application is explained by the representatives of the applicant as being due to a misunderstanding as to the nature of the information requested.

The applicant now denies that these employees exercise management functions which would exclude them from inclusion in an appropriate bargaining unit and contends that they constitute an appropriate separate bargaining unit or, in the alternative, if this contention is not given effect to by the Board, should be added to and included in the bargaining unit for which the applicant is the certified bargaining agent.

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, A. J. Hills, A. R. Mosher and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

There are therefore two major questions involved in the disposition of this application:—

Firstly, does the information furnished covering the duties and responsibilities of employees in the occupational classifications warrant their inclusion or the inclusion of any of them in an appropriate bargaining unit?

Secondly, if the answer to the first question is in the affirmative, should such classifications be added to the previously certified bargaining unit by amendment of the existing certification or be established as an appropriate separate bargaining unit by the Board?

For reasons hereinafter set forth, the Board's decision on the second question makes it unnecessary to reach a conclusion on the first question.

Collective bargaining practice in the street railway industry varies locally in Canada as it relates to the inclusion or exclusion of employees in a number of the classifications for which certification is now requested. In no instance coming to the Board's attention however where any such employees have participated in collective bargaining have they been recognized as a unit separate and apart from other employees in the same department in which employed. Moreover the Board is unable to find any good reason for holding that any of the classifications of employees involved should either separately or as a group constitute an appropriate bargaining unit separate and apart from the group of employees for which the applicant is now certified.

Therefore, in event that the Board determined that any of these classifications of employees should be added to the existing bargaining unit, it would be necessary to amend the existing certification for this purpose.

The Board is advised that there is a collective agreement in effect between the applicant and respondent covering employees in the existing bargaining unit effective January 1, 1949, and running for a term expiring on December 31, 1949. Section 7 (4) of the Industrial Relations and Disputes Investigation Act provides that where a collective agreement is in effect, an application for certification shall not be made without the consent of the Board until ten months of the term of the agreement have expired. The purpose of this provision is manifestly to provide an orderly procedure for the disposition of representation disputes and to encourage a reasonable degree of stability in collective bargaining. These provisions, in the opinion of the Board, apply in respect of an application for the opening of a bargaining unit as well as to an application for a change in bargaining agent.

For the reasons given, the application cannot succeed in the opinion of the Board in so far as it attempts to establish a separate bargaining unit and is premature

in so far as it seeks to enlarge the existing bargaining unit. No special circumstances exist which in the opinion of the Board warrant granting consent to the making of an application prior to the normal time specified in the Act.

In the circumstances, without finding it necessary to reach any conclusion on the eligibility of any of the classifications of employees for inclusion in the existing bargaining unit, the application is dismissed.

*(Sgd.) A. H. BROWN,
Vice-Chairman
and Acting Chairman
for the Board.*

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T. H. HAMMELL, Esq.
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A. W. BEAMENT, Esq., K.C.
D. N. GILL, Esq.
E. F. MARCHAND, Esq.
for the Respondent.

Dated at Ottawa, August 10, 1949.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On August 17, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute affecting the United Gas, Coke, and Chemical Workers of America, Local 14, and Polymer Corporation, Limited, Sarnia, Ont. (Conciliation Officer: F. J. Ainsborough.)

Conciliation Board Appointed

During August the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between S. H. Rich, Canadian Pacific Railway Coal Contractor, Vancouver, and the Brotherhood of Maintenance of Way Employees. The Board was appointed following receipt of the report of G. R. Currie, Conciliation Officer (L.G., March, 1949, p. 289). The Board was fully constituted on August 24 with the appointment of Michael H. McGeough, Vancouver, as Chairman of the Board. Mr. McGeough was appointed by the Minister on the joint recommendation of the other two members of the Board, W. Dixon-Lennett and Horace W. Mackey,

both of Vancouver, who had previously been appointed on the nomination of the company and the union, respectively.

Conciliation Board Reconvened

On August 30, the Minister of Labour reconvened the Board of Conciliation and Investigation which he appointed on May 11, 1949, to deal with a dispute between the International Brotherhood of Electrical Workers, Local B-1039, and the Gatineau Power Company, the Gatineau Transmission Company and the Gatineau Electric Light Company, Ottawa (L.G., July, 1949, p. 871). The Board was reconvened, following receipt from the union of a request for the clarification of one of the recommendations contained in the unanimous report of the Board (L.G., Sept., 1949, p. 1104).

Conciliation Board Report Received

During August the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Prescott and Ogdensburg Ferry Company Limited and the Canadian Navigators' Federation. (L.G., Feb., 1949, p. 173.) The text of the report of the Board is reproduced below.

REPORT OF BOARD in dispute between

Prescott and Ogdensburg Ferry Company, Limited and Canadian Navigators' Federation.

The Hon. HUMPHREY MITCHELL,
Minister of Labour
for the Dominion of Canada,

HON. SIR:

As Chairman of the Conciliation Board herein, I beg to report as follows:—

Meetings of the Conciliation Board were duly convened at Brockville, Ontario, and were attended by the above representatives on behalf of the employer and employees.

There has not heretofore been in effect any written collective bargaining agreement and the proceedings before the Conciliation Board therefore proceeded to draft an entire agreement. My report therefore is, of necessity, based on the terms of such agreement.

I would recommend that an agreement be entered into between the parties incorporating therein clauses substantially in the form as follows:—

AGREEMENT made this day of
1949,

BETWEEN

THE PRESCOTT AND OGDENSBURG FERRY COMPANY LIMITED, hereinafter called the Company

of the First Part

and

THE CANADIAN NAVIGATORS' FEDERATION, hereinafter called the Federation,

of the Second Part

Whereas the Company owns and operates ferries on the River St. Lawrence between Prescott, Ontario and Ogdensburg, New York;

And whereas the Federation is the certified bargaining agent for and on behalf of the certificated personnel serving on said ships;

NOW THIS AGREEMENT WITNESSETH:

ARTICLE ONE: Purposes—The general purpose of this agreement is to establish mutually satisfactory relations between the Company and its employees, and provide machinery for prompt and equitable disposition of grievances and to establish and maintain satisfactory working conditions, hours and wages for all employees who are subject to this agreement. Any employee may present his personal grievance to his employer at any time.

ARTICLE TWO: Recognition—the Company recognizes the Federation as the sole and exclusive bargaining agent for mates, mate pursers, engineers, and pursers, employed on the Company ships save and except Masters and Chief Engineers.

ARTICLE THREE: Relationship—(a)—The Company agrees that there will be no discrimination, interference, restraint or coercion exercised or practised by the Company or any of its representatives with respect to any employee because of his membership in or connection with the Federation, and mem-

On August 21, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the Prescott and Ogdensburg Ferry Company, Limited and the Canadian Navigators' Federation (L.G., January, 1949, p. 52).

The Board was composed of His Honour Judge W. F. Schwenger, of Hamilton, Ontario, as Chairman, Norman L. Mathews, K.C., of Toronto, Member appointed on the nomination of the company, and Guy M. Desaulniers, of Montreal, Member appointed on the nomination of the union.

The text of the Board's report is reproduced herewith.

bership in the Federation by employees who are eligible to join will not be discouraged.

(b) The Federation agrees that there will be no intimidation, interference, restraint or coercion exercised or practised upon the employees of the Company by any of its members or representatives and that there will be no solicitation for membership, collection of dues or other Federation activities on the ships and premises of the Company during an employee's working hours.

ARTICLE FOUR: Check-off—The Company agrees to deduct Federation dues from the pay of employees who so authorize, and to remit the same to the Federation, such deductions to continue until the employee requests it to be revoked.

ARTICLE FIVE: Grievance and Arbitration Procedure—All grievances shall be presented and adjusted in the following manner:—

Step No. 1: The aggrieved employee shall present his grievance in writing to his Captain; unless a settlement satisfactory to the employee concerned is reached within forty-eight (48) hours the next step in the Grievance Procedure may be taken. The decision of the Captain shall be given in writing.

Step No. 2: The aggrieved employee shall submit his grievance in writing to the General Manager of the Company. He may have the assistance of the National Representative of the Union if he so desires. The General Manager, the aggrieved employee, and if his presence is requested, the National Representative of the Union shall meet as promptly as possible and endeavour to reach a settlement of the grievance. If a settlement satisfactory to the employee is not reached within seven days, and if the grievance is one which concerns the interpretation or alleged violation of the agreement, the matter may be referred to a Board of Arbitration as herein-after provided.

(b) Arbitration—In the case of a dispute arising on a question of interpretation or violation of this Agreement such dispute shall

be submitted to the decision of three arbitrators, one appointed by the Company, one by the Federation, and the third by the two so chosen, and failing agreement as to the choice of such third arbitrator, the Minister of Labour of Canada shall be asked to name an impartial chairman. The decision of this arbitration board shall be final and binding upon both parties to this Agreement.

No person may be appointed as an arbitrator who has been involved in any attempt to negotiate or settle the dispute.

Each of the parties hereto shall bear the expenses of the arbitrator appointed by it and the parties shall jointly bear the expenses of the chairman of the arbitration board, if any.

The arbitration board shall not be authorized to make any decision inconsistent with the provisions of this agreement nor to alter or modify or amend any part of this agreement.

ARTICLE SIX: Wages, Hours of Work and Overtime—Clause to be drafted by parties incorporating particulars hereinafter referred to.

ARTICLE SEVEN: Strikes or Lockouts—The Company agrees that it will not cause or direct a lockout of the employees and the Federation agrees that there will be no strikes or slow-downs that will interfere with the operation of the Company while this agreement is in effect.

ARTICLE EIGHT: Reservation of Management Rights—The management and the direction of the working force shall remain with the Company, including such rights as, for example, the hiring, transferring, promotion and discharging for just cause, to make reasonable rules and regulations in relation to procedure and conduct, to be judge of the qualifications of workers, to decide on the number of the employees needed at any time, subject to all the other clauses of this agreement.

ARTICLE NINE: Seniority and Promotions—In cases of promotion, demotion, lay-offs, up-gradings or transfers of employees, the skill, ability, merit and efficiency and physical fitness of the employee to perform the work shall be the governing factor, and where other things are equal, seniority shall be given due consideration.

ARTICLE TEN: Holidays with Pay—All employees of less than six months service shall receive vacation allowances in accordance with The Hours of Work and Vacations with Pay Act of the Province of Ontario, and regulations made thereunder.

ARTICLE ELEVEN: The employees covered by this agreement who have served continuously aboard the ships of the Company for a period of six months shall be entitled to one week's holiday with pay.

The employees who have served continuously for a period of twelve months shall be entitled to fourteen days holiday with pay.

The vacation period shall be at such times as may be determined by the management provided that no employee shall be entitled to more than fourteen days holiday with pay in any calendar year.

ARTICLE TWELVE: Allowance for Uniforms—It is further agreed by the Company that all the officers covered by this agreement who are presently supplied with uniforms shall continue to be supplied with uniforms free of charge.

ARTICLE THIRTEEN: Duration—Unless changed by mutual consent, the terms of this agreement shall be binding upon the parties hereto for a period of one year from the date hereof, and thereafter from year to year, unless either party gives to the other party written notice of cancellation within a period of not less than thirty (30) days and not more than sixty (60) days prior to such expiration date, and thereupon the provisions of The Industrial Relations and Disputes Investigations Act shall apply.

From the material placed before me, it would appear that the Company's operations concerning as they do, the operation of a ferry service across the St. Lawrence River have certain features peculiar only to this business. It is to be noted that while the ferry service is maintained throughout the entire twelve months of the year, that during the months of July, August and September, traffic is much heavier than during the other nine months of the year. This has resulted of necessity, in longer hours for the employees during this period and in practice it has been the custom during these three months for the men concerned to operate for seven days a week of nine hours per day, making a total of sixty-three hours per week.

The long hours of service in July, August and September referred to are compensated for during the other nine months of the year by the men working a six-day week of nine hours per day with an arrangement whereby every third week they get an extra day off; the result being that every third week they work forty-five hours and this results in an average work week of fifty-four hours for the entire year.

No method of avoiding these long hours and the seven day week during the three months of the year has been advanced. It becomes important to consider these features in connection with the demand made on behalf of the men for overtime pay after eight hours of work per day.

I have concluded and would report that because of the peculiarities in the Company's business above referred to that the hours of work at present in effect and as above outlined be taken as standard hours of work. I would therefore recommend with regard to overtime that any time worked beyond nine hours per day be considered as overtime and paid for at an hourly rate of time and one-half which hourly rate can be calculated on the basis of the monthly salaries paid. All overtime to be accumulated and settled on a monthly basis and if an employee is absent without just cause during the month such absence shall be offset against overtime benefit.

With regard to Sundays and holidays, I would recommend that there shall be considered as holidays—New Year's Day, Good Friday, Empire Day, Dominion Day,

Labour Day, Thanksgiving Day and Christmas Day, being seven in number, which when added to 52 Sundays in the year makes a total of 59 days per annum, and that every employee shall be entitled in each twelve months of his service to a total of 59 days off to compensate for Sundays and the seven statutory holidays referred to. Such days off to be designated by the Company. For any days less than fifty-nine which the Company so fails to designate, the employee shall receive a bonus calculated to pay overtime at time and one-half for such days worked. Should an employee not work a full year, then such days shall be calculated on the basis of the actual Sundays and such statutory holidays as occur during his period of employment.

It is recommended with regard to the request for an allowance for board for the employees concerned, that no such allowance be made in view of the fact that all employees return to their homes at the end of every shift.

It is recommended that no clause be incorporated in the agreement permitting the Secretary and Business Agent of the Federation to proceed on board the Company's ships while in port. Should an occasion arise where such facilities are reasonably necessary the parties should take care of the situation by extending mutual courtesies upon request made.

The present scale of wages is as follows:

	per month
Engineers	\$225.00
Mate Pursers	190.00
Mates	175.00
Permit Engineers	175.00
Pursers	150.00

At 54 hours a week the hours of work for 52 weeks are 2,808. Having in mind therefore, that the present rate of pay became effective on June 1, 1948; that the long hours above referred to are to be considered as standard and without overtime, and that there has been some increase to the cost of living figures in the interval, I would recommend an increase to all employees of \$20 a month, to be effective the 1st of June, 1949.

In making the above recommendations with regard to increased wages I have not overlooked the fact that the Ferry Company's financial statement as filed does not indicate a prosperous operation. It may be necessary to adjust matters affecting operation schedules of the Ferry Company and the rates charged to compensate this. In making my report I have taken into account the long hours and responsibilities assumed by the employees. I have taken into consideration conditions as they exist with regard to rates of pay, hours of labour et

cetera in the shipping units on the Great Lakes and local conditions. In making such a comparison it must be borne in mind that any comparison with other water transportation on the Great Lakes must take into account that the men working for this Ferry Company are not required to go beyond the immediate localities of their homes, and a comparison with the local industry must take into account the long hours worked by the employees herein as against the shorter and better hours enjoyed by local industry. In my opinion, the position of the employees herein is somewhere between the situation of local labour conditions and labour conditions in the general shipping field in the Great Lakes.

All of which I respectfully report and recommend.

Dated at Hamilton this 18th day of July, 1949.

(Sgd.) W. F. SCHWENGER,
Chairman, Conciliation Board.

Report of Norman L. Mathews, K.C.

Member of the Conciliation Board

The Hon. HUMPHREY MITCHELL,
Minister of Labour
for the Dominion of Canada.

Hon. Sir:

As a member of the Conciliation Board herein, I beg to submit the following report:

I have had the privilege of reading the recommendation of His Honour Judge Schwenger, Chairman of the Board of Conciliation. I am in entire accord with the draft agreement recommended in the Chairman's report, and I am in agreement with the other recommendations made by the Chairman with the exception of the matter of wages. I regret that I cannot see my way clear to agree with the recommendations for wage increases made by the Chairman, although in dissenting in this one aspect of the matter, I do so with the greatest respect for the judgment of the learned Chairman.

In my view, there are four factors that should be taken into consideration in deciding whether or not wage increases are justified:

1. Comparison with wages being paid in similar industries.
2. Comparison with wage rates in the immediate locality.
3. The increase in the cost of living.
4. The ability of the Company to grant wage increases.

I now propose to deal with these four factors in detail:

1. The only evidence before the Board as to the wage rates paid in the industry was

an exhibit filed with us by the Company showing the average wage rates for crews of four ferries operating on the Great Lakes and St. Lawrence River, for the month of October, 1948, as supplied by the Research and Statistics Branch of the Department of Labour, Ottawa, under date of March 16, 1949. These four ferries were as follows:

Three Rivers Ferry Service, Three Rivers, P.Q.

La Traverse de Levis Limitee, Levis, Quebec.

International Transit Company, Sault Ste. Marie, Ontario.

Toronto Transportation Commission, Toronto, Ontario.

These figures showed that the first officers or mates received an average of \$197.07 per month; second engineers received an average wage of \$167.10 per month; and pursers received an average wage of \$151.31 per month, making an average for the three classifications of \$171.83 per month. This is practically on a par with the wages now being paid by the Prescott & Ogdensburg Ferry Company Ltd., and, under the circumstances, it would appear that on this factor taken by itself, there was no justification for a wage increase.

2. The Company also filed as an exhibit the Dominion Bureau of Statistics' figures for the week of November 1, 1948, for the five leading manufacturers in Prescott. This showed that the average weekly earnings for 136 male employees were \$29.51. In this connection, it must, of course, be considered that the average hours of work in these five industrial plants in Prescott would be less than the hours worked by the employees on the ferries in Prescott. However, if the \$29.51 was figured on an average of 45 hours per week, it would make the average hourly rate in Prescott 65½¢. It will, therefore, be seen that the wages now being paid to the licensed personnel at the Prescott & Ogdensburg Ferry Company Ltd. are in excess of the prevailing rate in the immediate locality and, viewing the matter on the basis of this factor, it would also appear that no case has been established for wage increase.

3. Next, we might consider the matter from the standpoint of the cost of living. Evidence was furnished to the Board that in June, 1946, an application for wage increase was made to the National War Labour Board. This Board was in possession of comparative rates to a much greater extent than is this Board of Conciliation, and I think that we are entitled to assume, therefore, that the rates as fixed by them were considered fair in comparison with the rates being paid in the industry generally and in the particular locality as well. According to the information supplied to

the Board, the National War Labour Board fixed a range of rates as follows:

	per month
Mates	\$100-\$150
Pursers	90- 125
Permit Engineer	100- 150
Engineer ..	154.12
Mate-Purser	100- 150

As a result of that fixation, the Company immediately thereafter began paying the following rates:

	per month
Mates	\$110.00
Pursers. \$100 and ..	94.12 respectively
Permit Engineer..	125.00
Engineer	154.12
Mate-Purser	129.12

At that time, the cost of living index stood at 123.6 so that since that time the cost of living has risen approximately 37 points.

On September 30, 1946, the Company granted a \$20 per month bonus to all employees retroactive to July 1, 1946.

On June 1, 1948, the Company granted further wage increases making the wages paid as follows:

	per month
Mates	\$175.00
Mate-Purser	190.00
Pursers	150.00
Engineer	225.00
Permit Engineer	175.00

These tables show that since June, 1946, the average wage increases on a percentage basis amounted to 48.5 per cent, while during the same period, the cost of living index increased by approximately 25 per cent. It would appear, therefore, that the increases given by the Company since June, 1946, when the rates were fixed by the National War Labour Board, have been more than taken care of the increased cost of living since that period and, in fact, have almost doubled the increase in the cost of living.

From this evidence, it seems to me clear that, judged from the standpoint of factor number 3, there is no justification for a further wage increase at this time.

4. Before it is necessary to consider the ability of the Company to grant wage increases, there must, in my opinion, be a justification from the standpoint of one or more of the other factors for a wage increase and only then does the ability of the Company to pay come into question. As I have already indicated, in my opinion, no justification for a wage increase has been shown. At the same time, it might be proper to point out that the Company did file with the Board the financial statement of the Company certified by the firm of Price, Waterhouse & Co., Chartered Accountants, which showed that the Company was losing

money and was doing so consistently for some time. It further showed that no dividends had been paid to the shareholders of the Company for the last ten years and that the salaries of the executive officers of the Company had not been increased. The Company further stated, and this was not denied, that in 1948 they were granted a rate increase by the Board of Transport Commissioners and that all of this increase and more had been passed on to the employees in the wage increases which were granted on the 1st of June, 1948. While it might be considered that the Company, in granting further wage increases at this time, could protect itself by applying for a further wage increase, it must be remembered that this Company is in competition with other ferries and also with the various bridges across the St. Lawrence River.

Another factor which must be considered in dealing with the question of wages is that this ferry, unlike some other ferries operates and provides employment for its licensed personnel twelve months in the year.

As intimated previously, I have agreed with the other recommendations of the Chairman, including the provision for payment of overtime at the rate of time and one-half after nine hours per day. This in itself will involve substantially increased costs to the Company and will mean considerably more in the take-home pay of the employees as is evident from the amount of overtime worked each year.

Taking all these factors into consideration, I cannot do otherwise than conclude on the evidence as presented to the Board that there is no justification for asking the Company to grant any further wage increases at the present time.

While I regret that I cannot reach the same conclusion as that reached by the learned Chairman on this one point, I would like to pay tribute to the careful and conscientious manner in which he has considered all the matters in issue between the parties and, in all other respects, I am pleased to join with him in the recommendations he has made.

All of which is respectfully submitted.

Dated at Toronto this 19th day of July, A.D. 1949.

(Sgd.) NORMAN L. MATHEWS,
Member of Board of Conciliation.

Report of Guy Merrill Desaulniers
Member of the Conciliation Board

The Hon. HUMPHREY MITCHELL,
Minister of Labour
for the Dominion of Canada.

Hon. SIR:

As a member of the Conciliation Board herein, I beg to submit the following report:

I have had the privilege of reading the recommendations of His Honour Judge Schwenger, Chairman of the Board of Conciliation. I am in accord with the draft agreement recommended in the Chairman's report, and I am in agreement with the other recommendations made by the Chairman with the following exception:

Concerning the clauses of the Collective Agreement recommended by His Honour Judge Schwenger, Chairman of the Board of Conciliation, I would make the following suggestions:

Article 5. Grievance and Arbitration Procedure.—A clause permitting the Federation to present grievance should be included in Article 5.

Article 9. Seniority and Promotion.—I would recommend the following clause:

"In all cases of promotion, demotion, lay-offs, upgrading or transfers of employees the following factors shall be considered: 1. ability, skill and experience; 2. length of service with the Company.

"In cases of equally qualified employees, length of service with the Company shall be the determining factor and the decision shall in all cases rest with the Company in consultation with the Federation."

Concerning overtime, I am in accord with the draft agreement recommended in the Chairman's report except that overtime should be paid for every hour of work beyond nine (9) hours a day without any restriction in case of absence of an employee during the month.

For work done on holidays except Sundays all employees should be paid on a basis of double time.

I would also recommend that both parties should agree that with the permission of the authority the business agent of the Federation proceed on Board of the Company's ships while in port.

I would also recommend that the increase to all employees of twenty (\$20) dollars a month should be effective to the 25th of November, 1948, date of my nomination as member of this Board of Conciliation.

As my confrere, Mr. Norman Mathews, Member of the Board, I would like to pay tribute to the learned Chairman who has acted with careful and conscientious manner in the settlement of this dispute.

Respectfully submitted

(Sgd.) GUY MERRILL DESAULNIERS,
Member of Board of Conciliation.

Montreal, August 9, 1949.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc., are summarized in separate articles following this.

Manufacturing:

Pulp, Paper and Paper Products

MILLE ROCHES, ONT.—PROVINCIAL PAPER LIMITED (MILLE ROCHES DIVISION), AND THE INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, LOCAL 218.

Agreement to be in effect from May 1, 1949, to May 1, 1950, and thereafter from year to year subject to 30 days' notice. As a condition of continued employment by the company every employee who has been on the company's rolls 15 days shall make application to become a member of the union. Upon failure within 15 days to become a member of the union in good standing, the employee shall be automatically removed from the company's pay rolls.

Hours of work: for tour workers 8 per day, 6 days a week; for day workers 45 hours per week.

Overtime: time and one-half for all Sunday work and for work done after regular hours, except when a tour worker is working in place of his relief; if latter is unable to report for duty and no other capable man is available the tour worker shall be expected to work long hours for a maximum of one week at straight time; after one week he shall be paid at the rate of time and one-half for the additional hours worked over his regular hours of work. Where employees are called upon to perform necessary work on 6 paid holidays, time and one-half shall be paid for the hours worked and later these employees shall be given a day off with 8 hours' pay.

Vacations with pay: one week for every employee who has completed one year, and 2 weeks for every employee who has completed 5 years' continuous service by September 30, 1949; vacation to be taken during the regular vacation period of June, July, August and September.

Hourly wage rates: sorting room—baler-man 92 cents; mower 91 cents; girls 76 cents; cooks and washers—cooks and washers 97 cents; cooks' helpers 93 cents; beaters—beater engineers \$1.34; pulper runners \$1.01; pulper helpers 95 cents; size, bleach and clay

Group life insurance, group sickness and indemnity insurance and a retirement income plan are included in the agreement between the Provincial Paper Limited (Mille Roches Division) and the International Brotherhood of Paper Makers; a group insurance plan, covering life and sickness and accident expenses is included in the agreement between The Collingwood Shipyards Limited, Midland Shipyards Limited and Port Arthur Shipbuilding Company Limited and the Industrial Union of Marine and Shipbuilding Workers of Canada.

Both these agreements are summarized in the accompanying article and the more important details of the plans outlined.

97 cents; general helpers 92 cents; machines—machine tenders \$1.36 to \$1.40; back tenders \$1.14 to \$1.18; 3rd hands \$1.02 to \$1.04; 4th hands 94 to 95 cents; coreman 91 cents; calenders and winders—runners \$1.10; helpers 92 cents; cutters—layboy runners \$1.03; layboy helpers 92 cents; girls 76 cents; loaders 92 cents; trimmers—operator large \$1.09; operator small \$1.07; finishing—finishers \$1; helpers 94 cents; finishers (Roll) (s) 93 cents; electric truck operator 94 cents; sample girl 80 cents; stencil girl 76 cents; girls 76 cents; box shop—case maker 97 cents; helpers 91 cents; steam plant—fireman \$1.13 and \$1.16; swing fireman 3rd class \$1.13 and \$1.10; blowerman 98 cents; coal unloader 91 cents; electrical—electrician class B \$1.23; helper class A \$1.10; millwrights, machinists, etc.—lead hand \$1.35; class A \$1.30; class B \$1.23; class C \$1.18; helpers class A \$1.10; class B \$1.02; class C 95 cents; painter class B \$1.10; painter helper class A \$1.02; yard—unloading crew (present help only) 91 cents; truckmen 97 cents; miscellaneous—testers 92 cents; base labour rate 90 cents.

Group life insurance: all employees are required to take group life insurance at the end of 3 months from date of employment. Temporary employees after 6 months. This insurance covers total disability or death. This policy may be continued, without examination on leaving employment. *Group Sickness and Indemnity Insurance* is available to all employees. Personal hospitalization is provided for all new employees, for which the company pays the entire premium of \$1 per month per employee. *Retirement Income Plan:* All new employees must become members of this plan when eligible. Female employees only have the privilege of waiving this requirement.

Provision is also made for *seniority rights* and *grievance procedure*.

Metal Products

TRENTON, N.S.—THE EASTERN CAR COMPANY
LIMITED AND UNITED STEEL WORKERS OF
AMERICA, LOCAL 1231.

Agreement to be in effect from May 17, 1949, to May 16, 1950, and thereafter from year to year subject to 30 days' notice.

The company recognizes the union as the sole collective bargaining agency for those employees who are members of the union and will not interfere with the right of its employees to become members of the union. There shall be no discrimination, intimidation, or coercion by the company or the union because of membership or non-membership in the union.

Check-off: the company agrees to deduct dues from all employees who are members of the union and to submit same to the local union. It also agrees to make deductions for assessments other than union dues, such deductions not to exceed two dollars in any one year or one dollar in any one month.

Hours of work: 8 per day, 6 days per week.

Overtime: time and one-half shall be paid for overtime worked: (a) in excess of 8 hours within the 24-hour period commencing from the time the employee begins to work, except on jobs working continuous rotating shifts, when time and one-half will be paid after 48 hours of work per week; (b) in case of emergency, when employees are to receive at least 4 hours pay, provided they have worked their regular shift; (c) on piece work or bonus work, etc., when employees shall be paid their piece work rate plus one-half of their established hourly rate; (d) on 7 specified holidays and on Sunday with the exception indicated under (a).

Vacation with pay: the company will close down the plant for a period of one week during the summer months. All employees who have been with the company 5 years or longer will be paid 4 per cent of their earnings for the previous calendar year. All other employees who have been with the company less than 5 years will be paid 2 per cent of their earnings during the same period, provided they have been on the payroll previous to April 1 of the current year.

Hourly wage rates for certain classes: shearing department—operators 89 to 91½ cents; punching department—operators 89 to 94½ cents, die setters 98 cents to \$1.02½, markers 91 cents, machine cleaners 88 cents; construction and erection department—steel chasers \$1.02½, riveters 94½ cents to \$1.02½, buckers 93½ to 95½ cents, reamers, fitters 92½ cents, heaters, stickers 75 to 88 cents, chippers 94½ cents; truck department—dopers 92½ to 98 cents, fitters 92½ cents, helpers 89 cents; wheel and axle department—wheel rollers 89 cents, tool grinders \$1.02; boring mill operators, axle turners 91½ cents to \$1.03½; wood erection department—carpenters 91½ cents to \$1.01½, helpers 90 cents; paint department—painters 94½ cents to \$1.02½, sprayers 94½ cents to \$1.10½; machine shop—machinists 94½ cents to \$1.12, repairmen 94½ cents to \$1.00½, blacksmiths \$1.12, blacksmiths' helpers 90 cents; forge department—drill operators 91½ cents, ajax operators, bulldozer operators 91½ to 94½ cents, blacksmiths \$1.02½ to \$1.12; pattern department—pattern makers 93½ cents to \$1.12; millwright department—millwrights 94½ cents

to \$1.05; electrical department—winders \$1.04½ to \$1.12, repairmen 94½ cents to \$1.12; electric and acetylene welding department—welders 94 cents to \$1.08½, helpers 89 cents; pneumatic tool room—tool repairs 94½ cents to \$1.02½; planing mill—tool dressers \$1.08½ to \$1.12, others, mostly 89 to 92½ cents; tin-smith department—tinsmiths 99½ cents to \$1.12, helpers 90 to 94½ cents; locomotive and yard crane—locomotive engineer \$1.03½, crane operators 97 cents to \$1.05, brakemen, firemen 94½ cents; track construction and repairmen—trackmen 90 cents, labourers 88 cents.

Provision is made for *seniority rights* and *grievance procedure*.

TRENTON, N.S.—TRENTON STEEL WORKS
LIMITED AND UNITED STEEL WORKERS OF
AMERICA, LOCAL 1231.

Agreement to be in effect from May 17, 1949, to May 16, 1950, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one in effect between the Eastern Car Company Ltd., and United Steel Workers of America as noted above except for wage rates which follow.

Hourly wage rates for certain classes: Plant General—crane operators 94½ and 98 cents; crane chasers 91½ and 94½ cents; acetylene cutters 91½ and 94½ cents; checkers 90 cents; charge hands 5 cents more than regular rate; truck driver 93½ cents. Axle Turning and Machine Shops: machinists \$1.04½ to \$1.12; machine operators 88 to 99½ cents; tool room attendant 88 cents. Mechanical General—repairmen 98½ cents to \$1.05; helpers 88 cents; structural workers 88 and 98½ cents; riggers 88 and 94½ cents; helpers 88 cents; welders 94½ cents to \$1.12; masons 96 cents and \$1.00½; masons' helper 91½ cents; pattern maker \$1.08½ carpenters 98 cents and \$1.01½; fireman 93½ cents; water checker 89 cents. Electrical Department—electricians \$1.04½ to \$1.12; helpers 88 cents; armature winder \$1.12; power house operators 97½ cents; improvers 94½ cents; crane operators 91½ to 98 cents. Yard Department—trackmen 90 cents; locomotive driver 96 cents; locomotive brakeman 91 cents; watchmen 88 cents; general labour 88 cents. Forge Department—annealing furnace heater, electric furnace heater 94½ cents; shipper 89 cents; shipper and counter 93½ cents; checker 88½ cents; chipper 94½ cents; chipper axle furnace 88 cents; Smith and Finishing—blacksmith \$1.03½ to \$1.12; blacksmiths' helpers 89 cents; steam hammer operator 91 cents. Axle Hammers—hammerman 91 cents; heater 93½ cents; operator 91 cents; charger 88 cents; fireman 93½ cents; chainman, tailman, spareman 88 cents. Axle Finishing—cutting, turning, turning on Niles lathe, turning on Bert-ram lathe, recentering, turning narrow gauge, straightening, drilling clearance 91 cents; preparing for inspection (grinding axles) 89 cents; 2,000 Ton Forging Press—forger \$1.16½; operator 98½ cents; helpers 89 cents; crane operator (75 ton) 98½ cents; heater 97 cents; furnace operator 93½ cents; annealing furnace maintenance and operator 98½ cents; pump maintenance and operator \$1.05; coal dryer, crusher and conveyor 94½ cents; Yard Hammer—hammerman \$1.07½ operator 92½ cents; heater and fireman 89 cents; helpers 89 cents.

HAMILTON, ONT.—THE STEEL COMPANY OF CANADA LIMITED (HAMILTON AND ONTARIO WORKS) AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 1005.

Agreement to be in effect from April 1, 1949, to April 1, 1950, and for a further period of one year unless 60 days' notice is given prior to the expiration date of the agreement. This agreement is similar to the one previously in effect (L.G. July 1947 p. 739 and April 1947, p. 542) with the following changes—*Hours* are reduced from 48 to 44 per week; *paid holidays* are increased to 8 from 6; *wage rates* are increased by 10 cents per hour for all hourly and production workers under the agreement effective April 1, 1949. *Vacation with pay*: employees with one year of continuous service with the company receive one week and under the current agreement "an additional one day of vacation with pay will be granted for each additional year of continuous service up to three additional years." The provisions for an additional week's vacation with pay to employees who have completed 5 full years' continuous service and 2 additional weeks' vacation with pay to employees with 25 years' continuous service remain in effect as formerly.

COLLINGWOOD, MIDLAND AND PORT ARTHUR, ONT.—THE COLLINGWOOD SHIPYARDS, LIMITED, MIDLAND SHIPYARDS LIMITED AND PORT ARTHUR SHIPBUILDING COMPANY LIMITED AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCALS 4, 9 AND 11 RESPECTIVELY OF THE ONTARIO FEDERATION OF SHIPYARD WORKERS.

Agreement to be in effect from March 1, 1949, to Feb. 28, 1950, and thereafter from year to year subject to 60 days' notice. *Union shop*: all employees now members of the union shall, as a condition of employment, remain members in good standing for the duration of the agreement. All present employees not members of the union shall become members 30 days after the adoption of the agreement. All new employees shall become members on the completion of 30 days' service with the company. *Check-off*: the company agrees to check-off union dues from the wages of each employee covered by the agreement and to remit same monthly to the union.

Hours of work: 8 per day Monday through Friday and 4 on Saturday, a 44-hour week. *Overtime* at time and one-half for time worked in excess of the standard hours and for any work performed on 2 of the 9 specified holidays. Double time will be paid for any work performed on 4 specified holidays. Three holidays shall be paid holidays for employees with 90 days' seniority provided they work their regular full shifts immediately preceding and following the holiday. *Vacation with pay*: one week to employees with one year's service with the company, 2 weeks to employees with 5 or more years' service. A *night shift bonus* of 5 cents per hour will be paid for all time worked on the night shifts. *Dirty work*: time and one-quarter shall be paid to employees engaged in work such as cleaning and repairing dirty boilers, working in dirty engine room bilges or crank cases or any work, classed as "dirty work." A "tool allowance" to all mechanics supplying \$100 worth of their own tools, to be used on their jobs, of 2 cents per hour in addition to their regular hourly rate shall be paid. A *group insurance plan* is included whereby the employees assume 75 per cent of the total

cost of accident, sickness, hospital and surgical fee benefits, while the company shall be responsible for their share of life insurance and 25 per cent of accident and sickness costs and also the total costs of administration during the life of the agreement.

Hourly wage rates for certain classes (higher figure or range in each case applies to Port Arthur), assemblers, erectors, plate hoopers, cementers, machine operators, rivet heaters, 94 and 98 cents; boiler cleaners or scalers, bolters up (hand or machine), cupola tenders 88 and 93 cents; blacksmiths, boiler-makers, carpenter-shipwright and wood caulker, chippers and caulkers, engine fitters, electricians, flanging press operators, machinists, millwrights, moulders and coremakers, platers, riveters, sheet metal workers, \$1.10 and \$1.15; fireman-boiler operators and boilermen, machine cleaners-oilers, greasers, steel handlers, steel stockmen, 83 and 87 cents; crane operators, 88 cents—\$1.10 and 93 cents—\$1.15; chippers (only), drillers, rivet holders on, riggers, 99 cents and \$1.04; tool-makers, pattern makers \$1.10-\$1.32 and \$1.15-\$1.36; labourers 72 and 78 cents; apprentices starting rate is 53 and 56 cents increased to 58 and 63 cents after 6 months, to 65 and 69 cents after one year and so on to \$1.02 and \$1.06 after 42 months and to journeymen's rate after 4 years. Leading hands (supervising 5 or more workers) receive 6 and 5 cents respectively extra per hour and chargehands (supervising 15 or more persons) 11 and 10 cents extra per hour respectively.

Provision is made for *group insurance*, *seniority rights* and *grievance procedure*.

Construction

TORONTO, ONT.—GENERAL CONTRACTORS SECTION OF THE TORONTO BUILDERS EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, TORONTO AND DISTRICT COUNCIL.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year subject to notice. Only members of the union shall be employed during the term of the agreement. The union shall give preference in supplying men to the members of the Exchange party to the agreement.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime* at time and one-half shall be paid for work in excess of the regular hours and at double time for all work on Saturdays, Sundays and 8 specified holidays. *Vacation* pay is at the rate of 4 per cent of wages, but it is understood that only one week's vacation will be taken.

Minimum rate of wages for journeymen carpenters at \$1.50 per hour until June 13, 1949, and \$1.60 per hour thereafter, time and one-seventh will be paid for work on the second and third shifts when such shifts are worked.

Provision is made for an *apprenticeship plan* and a *joint arbitration committee*.

TORONTO, ONT.—VARIOUS PAINTING, DECORATING AND PAPERHANGING FIRMS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, TORONTO AND DISTRICT COUNCIL.

Agreement to be in effect from July 14, 1949, to April 30, 1950, and thereafter from year to year subject to notice. The firms and the union agree to co-operate to maintain a closed shop, the firms to employ only

qualified union members and to hire, when extra journeymen needed, from the unemployed lists of the union. Non-union men taken on to report to the local union and receive working permit before starting work. *Check-off* will be made if the firm and employees voluntarily agree.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime:* time and one-half for work performed between the hours of 5 p.m. and 8 p.m. weekdays and on Saturdays until 5 p.m.; double time for work after 5 p.m. Saturdays, 8 p.m. weekdays and for all work on Sundays and 7 specified holidays. No work shall be performed on Labour Day. The employers agree to pay 4 per cent *vacation pay*.

Basic minimum wage rates: \$1.35 per hour for paperhangers, decorators, spray and brushmen, swingstage and glaziers.

Provision is made for an *apprenticeship plan* and for *settling disputes*.

KITCHENER AND WATERLOO, ONT.—CERTAIN CONTRACTORS AND HOD CARRIERS, BUILDING AND COMMON LABOURERS' INTERNATIONAL UNION, LOCAL 1081.

Agreement to be in effect from April 1, 1949, to April 1, 1950, and thereafter from year to year unless notice of a proposed change is given in writing by either party before December 31.

All employees covered by this agreement shall be members of the union and remain in good standing during the life of this agreement; all new employees shall become members within 14 days of the date of their employment.

Hours: 9 per day, Monday through Friday a 45-hour week; no work Saturday, except where conditions make it necessary to provide a 45-hour work week.

Overtime: time and one-half for all work in excess of the regular working day and double time for work on Sundays and 7 specified holidays.

Hourly wage rates: 90 cents per hour. When more than one working shift is required, the second and third shifts will be paid 9 hours' pay for 8 hours' work, and no workman is to be allowed to work more than one shift in 24 hours. Young men hired under the age of 18 years and men retained over the age of 65 shall not be subject to the above wage rate, but shall contribute to the union by paying a nominal fee each month. *Vacation pay* will be at the rate of 4 per cent of earnings. Provision is made for *grievance procedure*.

LONDON, ONT.—NATIONAL ASSOCIATION OF MASTER PLUMBERS AND HEATING CONTRACTORS OF CANADA (ONTARIO BRANCH) LONDON AND THE UNITED ASSOCIATION OF JOURNEYMEN AND APPRENTICES OF THE PLUMBING AND PIPEFITTING INDUSTRY OF THE UNITED STATES AND CANADA, LOCAL 593.

Agreement to be in effect from April 26, 1949, to May 1, 1950, and thereafter from year to year subject to 60 days' notice. Employers shall give preference in employment to union members or men willing and eligible to become members within 30 days. Union members agree to give preference to such shops as are parties to this agreement.

Hours of work: 8 per day, Monday to Friday; 40 per week.

Overtime: double time for all work on Saturdays, Sundays and 8 specified holidays. If shift work becomes necessary, a shift commencing at 8 a.m. shall work the regular 8 hours for 8 hours' pay; a shift commencing any time between 9 a.m. and 7 p.m. shall work 7 hours for 8 hours' pay; a shift commencing any time between 8 p.m. and 2 a.m. shall work 6 hours for 8 hours' pay; no employee shall work more than one shift in any 24-hour period under these conditions.

Hourly wage rates: for journeymen \$1.55; for apprentices: 1st year 30 per cent of journeyman's rate, 2nd year 40 per cent, 3rd year 50 per cent, 4th year 70 per cent and 5th year 85 per cent. The rate of wages for members of the armed forces who have completed six months' training under the veterans' rehabilitation scheme, which is equal to two years' apprenticeship training, or those who have a two-year rating because of previous experience, for the first year shall be 65 cents per hour, after which the rate of wages shall conform to that of the apprentices. *Vacations* with pay rates shall be 4 per cent of wages, the same to be additional to above hourly rates. *Vacation period* shall be mutually agreed upon between employer and employee.

Provision is made for *grievance procedure*.

SAULT STE. MARIE, ONT.—THE GENERAL CONTRACTORS OF THE CITY OF SAULT STE. MARIE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 446.

Agreement to be in effect from February 16, 1949, to April 30, 1950, and shall be renewed for a further period of one year unless notice is given by either party on or before Jan. 15, 1950. The employer agrees to hire as carpenters only members of the union so long as the union is able to furnish them. If after reasonable notice (48 hours) the union is unable to do so, the employer may obtain journeymen from other sources with the understanding that they must join the union in 14 days.

Hours: 8 per day, 4 on Saturdays, a 44-hour week.

Overtime: any work done outside regular hours shall be paid at time and one-half. When work is carried on in two or more shifts any shift working outside of the regular day shift shall receive 8 hours' pay for 7 hours' work. The same men shall not work on more than one shift in any 24 hours, except at overtime rates. Work on Sundays and 5 specified holidays to be paid at double time. Carpenters will not contract any work outside of the regular scheduled hours of this agreement.

Vacation pay shall be at the rate of 4 per cent of earnings, but only one week's vacation will be taken.

Minimum hourly wage rates for journeymen carpenters shall be \$1.37; foremen overseeing carpentry work to receive at least 15 cents per hour more; a premium rate of 15 cents per hour to be paid for certain specified hazardous work, including pile driving work.

Apprentices (improvers) limited to one to each three journeymen and to be paid 60 per cent of the journeyman's rate for first 90 days, 65 per cent during balance of first year, 80 per cent during second year, 90 per cent during third year and 95 per cent during fourth year.

EDMONTON, ALBERTA.—EDMONTON ELECTRICAL CONTRACTORS ASSOCIATION AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 424.

Agreement to be in effect from April 1, 1949, to March 31, 1950, and thereafter from year to year subject to notice. Union members shall not work for employers who do not comply with the working rules as contained in the agreement. The employer agrees to give preference to members of the union when available to perform the work as "licensed journeyman" when new help is required.

Hours of work: 8 per day Monday through Friday, a 40-hour week. *Overtime* at time

and one-half for work between 5 p.m. and 10 p.m., weekdays and between 8 a.m. and 5 p.m. (Saturdays; double time for all work on Sundays and 9 specified holidays and any general holidays proclaimed by the Province and the Dominion.

Annual vacation shall be in accordance with Provincial Regulations.

Minimum wage rates shall be \$1.60 per hour for journeymen, foremen \$1.75 (10 per cent over journeymen rate). Apprentices shall be paid in accordance with the schedule of rates provided for in the regulations of the Alberta Apprenticeship Act.

Provision is made for an *apprenticeship plan* and the *settling of disputes*.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec* include the correction of one agreement and the amendment of thirteen others. These include, in addition to those summarized below, the correction of the agreement for the sheet metal manufacturing industry at Montreal and the amendment of the agreements for building trades at Hull and barbers and hairdressers at Quebec, published in the *Quebec Official Gazette* of July 30 and the amendment of the agreements for the shoe industry for the province and for barbers and hairdressers at St. Hyacinthe in the issue of August 20.

Requests for amendments to the agreements for hardware store employees at Quebec and for barbers and hairdressers at Montreal were gazetted July 30, for garage employees and for truck drivers at Quebec and for building trades at Montreal gazetted August 6. Requests for a new agreement for building trades at Hull and for amendments to the agreements for the corrugated paper box industry for the province and for

building trades at Montreal were gazetted August 13. A request for the addition of one new party to the agreement for tannery employees for the province was gazetted August 20.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Manufacturing

Vegetable Foods

BAKERS AND DELIVERYMEN, THREE RIVERS.

An Order in Council, dated August 11, and gazetted August 20, amends the previous Orders in Council for this industry (L.G., June, 1947, p. 826; Jan.-Feb., 1948, p. 51, Nov., p. 1245, and previous issues).

Minimum weekly wage rates for journeymen, which are increased by \$3 per week, are as follows: first baker, first pastry-cook \$42; second baker, second pastry-cook \$38; third baker and the other journeymen, third pastry-cook and the other journeymen \$35. *Apprentices'* minimum wage rates are increased by \$2 per week in second and third years.

Pulp, Paper and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated August 11, and gazetted August 20, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1802; Aug., 1948, p. 871; Mar., 1949, p. 301), by providing that the wage, working and apprenticeship conditions of employees of the printing trades working in establishments in Zone II governed by this agreement shall be those determined in the agreements relating to the printing trades in the district of Quebec (L.G., Feb., 1949, p. 178) and to the printing trades in the Montreal district (L.G., Sept., 1946, p. 1250, Dec., p. 1772; Mar., 1947, p. 369, April, p. 543, Dec., p. 1803; May, 1948, p. 486; May, 1949, p. 604), or any other agreement which may replace them, with the exception of the duration of work which shall be a 48-hour week.

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

UNCORRUGATED PAPER BOX INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated August 11, and gazetted August 20, amends the previous Order in Council for this industry (L.G., Nov., 1948, p. 1245).

Minimum hourly wage rates (female employees): the following represent an increase of 2 cents per hour—forelady 54 cents, top-piece machine operator, covering machine operator, staying machine operator, stitcher 45 cents, hand-fed table gummer, automatic glueing machine feeder, operator of any other machine not mentioned, packer 43 cents; the following represent an increase of 8 cents per hour— assembler, stripper, folder 43 cents. Minimum rate for ordinary hand worker is increased from 41 to 45 cents; the following are unchanged—specialized hand worker 50 cents, Stokes and Smith machine operator, Redington machine operator 45 cents. The trades of Brightwood feeder and four-corner machine feeder are added with a minimum rate of 43 cents per hour. Other help not classified above receive a minimum of 34 cents per hour in first 3 months, increased to 43 cents after 2 years.

Minimum hourly wage rates (male employees): foreman \$1; machinist (foreman) 95 cents; assistant-foreman 85 cents; scorer machinist 78 cents; end piece operator (single and double), general helper 67 cents; splitter operator, assistant die maker 63 cents; bale press operator 61 cents; punch operator, cylinder box press feeder, colt press feeder, Brightwood feeder, four-corner machine feeder 62 cents; cylinder box press operator 76 cents; colt press operator 72 cents; Brightwood operator 74 cents; four-corner machine operator, cutter on knife (first class), shipper, truck driver 75 cents; cutter on knife (second class), circular saw operator 65 cents; truck driver's helper 57 cents, engineman (fourth class) 70 cents, fireman 60 cents. (The above rates represent increases ranging from 1 to 17 cents per hour). Minimum rates for the following are unchanged—die maker 87 cents, automatic glueing machine operator 81 cents. The trade of stripper is added with a minimum rate of 61 cents per hour. Other help not classified above are paid a minimum ranging from 43 cents per hour in first 3 months to 57 cents in fourth 3 months.

Metal Products

MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

An Order in Council, dated August 11, and gazetted August 20, amends the previous Orders in Council for this industry (L.G., Nov., 1948, p. 1247; Jan., 1949, p. 67).

Territorial jurisdiction is now divided into 2 zones instead of 3, zone I comprising the same territory as previously and zone II the entire territorial jurisdiction with the exception of zone I.

Hours are the same as previously, 49 per week for day work and 50 per week for night work in zone I, 55 per week for both day and night work in zone II.

Minimum wage rates in zone I: the following rates represent an increase of 10 cents per hour—toolmaker \$1.10, tracer \$1, general machinist, pattern-maker 90 cents, lathe, shaper, etc. operator, marine mechanic, fitting mechanic, boilermaker, tinsmith, pipe

mechanic 85 cents, joiner in a mechanical engineering shop, blacksmith, cutter (oxy-acetylene, electricity) 80 cents, storeman 75 cents; the following represent an increase of 5 cents per hour—machine operator (first year) 65 cents, (second year) 70 cents, (third year) 75 cents, helper 65 cents, labourer 60 cents. Minimum rate for welder was increased from 75 to 90 cents, for truck driver from 62 to 70 cents. Minimum rate for assembler was unchanged at 55 cents in first year, increased from 60 to 62 cents for second year, increased from 65 to 68 cents for third year and increased from 70 to 75 cents for fourth year. *Minimum wage rates for zone II* were unchanged with the exception of general welder, whose rate was increased by 5 cents to 75 cents per hour. The following trades were added to the wage scale—welder (electricity, acetylene) at 85 cents per hour in zone I, 70 cents in zone II, body worker at 80 cents in zone I and 70 cents in zone II. *Apprentices* (all trades) receive a minimum of 34 cents in first year, 40 cents in second year, 50 cents in third year and 60 cents in fourth year in zone I, and 30 cents in first year, 36 cents in second year, 44 cents in third year and 54 cents in fourth year in zone II.

Construction

MECHANICAL CONSTRUCTION AND REPAIR INDUSTRY, QUEBEC DISTRICT.

See above, under "Metal Products."

BUILDING TRADES, QUEBEC.

An Order in Council, dated August 3, and gazetted August 13, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115), in so far as the territorial jurisdiction is concerned, by the addition of the town of Mont Joli to the territory comprised in zone III.

BUILDING TRADES, ST. HYACINTHE.

An Order in Council, dated August 3, and gazetted August 13, amends the previous Orders in Council for this industry (L.G., July, 1947, p. 1002, Sept., p. 1308; May, 1948, p. 488, and previous issues, by providing that employees working on the construction and repair of streets, sewers and public utility installations, which for various reasons are seasonal in character, shall work a 48-hour week without daily limitation, with overtime being paid only after 55 hours per week.

Minimum hourly wage rates are increased by 5 cents per hour in both zones, with the following exceptions: caulkers and joint pointers in zone II whose rate remains at 75 cents per hour, junior journeyman pipe mechanic, plumber and steamfitter in zone II whose rate is increased by 10 cents to 75 cents per hour, sprinkler fitter whose rate is decreased by 5 cents to \$1.15 per hour in both zones, and ground crew man (electric and telephone line construction and maintenance) whose rate is increased by 10 cents to 70 cents per hour. The trade of ornamental iron worker is now added in zone II with minimum hourly rates of 80 cents for erector and 65 cents for helper. An additional 15 cents per hour shall be paid for all work done at a height of 55 feet, in steeples, towers, outside water reservoirs or grain elevators. *Apprentices'* minimum hourly wage

rates are also increased by 5 cents per hour, with the exception of second and third year apprentices in zone II whose hourly rates remain at 45 and 50 cents, respectively. Minimum weekly wage rates for *maintenance men* in zone I are increased from \$32 to \$35 for skilled workers and from \$26 to \$30 for labourers; in zone II from \$25 to \$32 for skilled workers and from \$20 to \$26 for labourers.

Cost of living index: all wage rates mentioned in this agreement shall change according to the federal cost of living index, taking the 160 mark as increase basis and the 150 mark as decrease basis. Readjustment will take place every 3 months, if necessary from May 1, 1949. For every 5 points above the 160 mark or for every 5 points below the 150 mark, hourly rates shall be increased or decreased, as the case may be, by 5 cents per hour.

PLUMBERS, HULL.

An Order in Council, dated August 11, and gazetted August 20, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 874, Nov., p. 1247). Another amendment to this agreement was published in the *Quebec Official Gazette* of May 21, 1949. Present amendment increases the minimum wage rate for senior journeyman plumber, steamfitter (hot water or steam) in zone I by 10 cents to \$1.55 per hour.

Trade

RETAIL FOOD STORES, QUEBEC.

An Order in Council, dated July 20, and gazetted July 30, amends the previous Orders in Council for this industry (L.G., June, 1947, p. 826; Oct., 1948, p. 1128, and previous issues). Another amendment to this agreement was published in the *Quebec Official Gazette* of December 24, 1948.

Overtime is remunerated at the rate of single time up to 56 hours, thereafter time and one-half the actual rates paid.

Minimum wage rates: meat department—class A \$39 per week for males and \$31.27 for females in zone I, \$25 in zone II; class B \$33 for males, \$27.85 for females in zone I and \$20 in zone II; class C \$27 for males, \$21.85 for females in zone I and \$16.50 in zone II; class D \$17 for both males and females in zone I and \$14.50 in zone II; grocery department—\$3 per week less than the above rates for classes A, B and C and 50 cents per week less than the rates for class D in zone I, while in zone II the rates are the same as shown above for the meat department. The hourly rate of an employee

working from 30 to 40 hours per week shall be increased by 25 per cent.

Vacation: employees with 7 years' continuous service are entitled to an additional vacation of 7 non-consecutive days with pay per year.

Service

Professional Establishments

HOSPITAL AND CHARITABLE INSTITUTION EMPLOYEES, QUEBEC DISTRICT.

An Order in Council, dated July 20, and gazetted July 30, amends the previous Orders in Council for this industry (L.G., Nov., 1944, p. 1369; Sept., 1946, p. 1254; Jan., 1947, p. 1251; Aug., 1948, p. 874).

"Le Syndicat des Employés de Communautés religieuses de Rivière-du-Loup" and "Le Syndicat national catholique des Employés d'Hôpitaux de Shawinigan Falls Inc." are added as co-contracting parties.

Hours for orderlies or patient attendants, certified orderlies and orderlies with diplomas are reduced from an average of 60 hours per week to an average week of 57 hours distributed on a 3-week period in the general hospitals of class A-1, L'Hôtel-Dieu of Quebec and mental hospitals. As of September 1, 1949, these provisions will be extended to include hospital classes A-2, A-3 and sanatoriums. As of this same date, in hospitals of class A-1, L'Hôtel-Dieu of Quebec and mental hospitals the hours for these same employees will be again reduced to an average of 54 hours per week distributed on a 3-week period.

Minimum wage rates are increased as follows: regular nurses \$4 per week for first year's service, \$6 per week for those with more than one year's service; chief stationary enginemen by \$4 per week; enginemen, skilled machinery worker and firemen by 6 cents per hour; cooks, bakers, butchers, laundresses, shoemakers by \$3 per week; motor vehicle drivers (after six months' service) by \$1 to \$3 per week; orderlies and patient attendants (male) by \$3 per week (by \$2 for uncertificated orderlies in first six months' service); skilled construction tradesmen and labourers in districts where maintenance men are not covered by another decree, an increase of \$3 per week; other male employees an increase of \$3 per week; for regular female employees (other than nurses) wage rates are unchanged in some cases and increased by \$1 per week in others.

Vacation: if an employee with a minimum of 6 months' service leaves or is discharged before his vacation he shall be paid the equivalent of vacation earned.

(Continued from page 1231)

avoid measures likely to restrict international trade. The Secretary-General was instructed to appoint a group of experts who "would prepare a report on national and international measures required to achieve and maintain full employment. The Secretary-General also was requested to publish, on a current basis, brief, up-to-

date reports on measures taken in various countries to maintain high levels of employment."

At the proposal of the Council, there has been placed on the agenda of the General Assembly of the United Nations at its fourth regular session, opening at Lake Success on September 20, the item "Action to achieve or maintain full employment and economic stability."

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario and Alberta.

Recent proceedings under the Industrial Standards Acts, etc.* include, in addition to those summarized below, a new schedule for the barbering industry in the Essex County Zone published in *The Ontario Gazette* of July 30.

ONTARIO Construction

ELECTRICAL WORKERS, KINGSTON.

An order in Council, dated July 8, and gazetted July 23, makes binding the terms of a new schedule for electrical workers at Kingston, to be in effect from August 2, 1949, to August 11, 1950.

This schedule is similar to the one previously in effect (L.G., April, 1948, p. 336), with the following exceptions:—

Overtime is payable at double time, except for the first half-hour immediately following the regular working-day which is payable at time and one-half. No work to be performed on Saturday, Sunday or 6 specified holidays, except in cases of extreme necessity after obtaining a permit from the advisory committee, in which case double time will be paid.

Minimum wage rate is increased from \$1.15 to \$1.35 per hour.

CARPENTERS, FORT FRANCES.

An Order in Council, dated July 8, and gazetted July 23, makes binding the terms of a new schedule for carpenters at Fort Frances, to be in effect from August 2, 1949, during pleasure.

Hours: 8 per day, Monday through Friday, 4 on Saturday, a 44-hour week.

Overtime is payable at time and one-half with double time on Sundays and 7 specified holidays. Work performed at night which cannot reasonably be performed during the regular working periods is payable at straight time for the first 8 hours only.

Minimum wage rate: \$1.20 per hour. The advisory committee may fix a special lower minimum rate for handicapped workers.

ALBERTA Construction

CARPENTERS, LETHBRIDGE.

An Order in Council, dated May 23, and gazetted June 15, amends the schedule previously in effect (L.G., Feb. 1947, p. 189), by increasing the minimum wage rate for journeymen from \$1.10 to \$1.40 per hour and for carpenters in charge of work from \$1.20 to \$1.50 per hour.

* In six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, December 1948, page 1422.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During July

(1) *Works of Construction, Remodelling, Repair or Demolition*

During the month of July the Department of Labour prepared 189 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 96 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other bona fide interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour," and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(2) *Contracts for the Manufacture of Supplies and Equipment*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	5,378	\$6,314,304.05
Post Office.	18	103,599.70

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JULY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Albro Lake, N.S.	Construction of a watchman's fence.	Dominion Steel & Coal Corporation Ltd., Montreal, P.Q.	3,868 60	Nov. 18, 1948
Halifax, N.S.	Replacement of existing wood fence with aluminum chain link fence, also one gate, H.M.C. Dockyard.	Dominion Steel & Coal Corporation Ltd., Montreal, P.Q.	5,377 32	April 11, 1949
Halifax, N.S.	Interior decorating and repairs, Admiralty House, HMCS "Stadacona."	The T. Eaton Co. Ltd., Toronto 1, Ont.	33,245 75	Aug. 15, 1949
Lachine, P.Q.	Installation of MT hoists and necessary adjustments to existing structures at RCAF Station.	J. L. E. Price & Co. Ltd., Montreal, P.Q.	2,185 00	Aug. 11, 1949
Aylmer, Ont.	Improvements to roads and walks, RCAF Station.	R. A. Blyth, Toronto, Ont.	21,798 00	Aug. 5, 1949
Centralla, Ont.	Replacement of floor substructures of standard 304 man barracks block at RCAF Station.	Sterling Construction Co. Ltd., Windsor, Ont.	115,170 00	Nov. 22, 1948
Clinton, Ont.	Replacement of floor substructures of standard 304 man barracks blocks, RCAF Station.	Johnson Bros. Co. Ltd., Brantford, Ont.	93,171 00	Aug. 8, 1949
Ipserwash, Ont.	Interior painting of buildings, Ipserwash camp.	J. J. Salt Ltd., Toronto, Ont.	17,857 66	Aug. 5, 1949
Ottawa, Ont.	General repairs and painting, Married Quarters Building, Argyie Avenue.	H. Dagnais, Ottawa, Ont.	8,970 00	Aug. 5, 1949
Trenton, Ont.	Construction of memorial gates.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	27,442 39	Aug. 8, 1949
Uplands, Ont.	Interior and exterior painting of 208 workshop, R.C.E.M.E.	Ontario Building Cleaning Co., Ottawa, Ont.	2,875 00	April 12, 1949
Fort Churchill, Man.	Construction of a large range building.	The Foundation Co. of Canada Ltd., Montreal, P.Q.	10,706 00	June 18, 1949
Rivers, Man.	Replacement of floor substructures of standard 304 man barracks blocks, R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	112,340 00	Aug. 8, 1949
North Battleford, Sask	Restoration of the front wall of the Armoury.	A. Peterson, North Battleford, Sask.	6,025 00	Aug. 5, 1949
Calgary, Alta.	Replacement of floor substructures of standard 304 man barracks blocks RCAF Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	73,100 00	Aug. 8, 1949
Edmonton, Alta.	Replacement of floor substructures of standard 304 man barracks blocks, RCAF Station.	F. Doncaster Ltd., Edmonton, Alta.	36,002 55	Aug. 8, 1949
Suffield, Alta.	Construction of a filtration plant, pipe line and pump house, Experimental Station.	Poole Construction Co. Ltd., Edmonton, Alta.	189,577 30	April 14, 1949
Chilliwack, B.C.	Hard surfacing of parade square, R.C.S.M.E.	Williams & Carrothers Ltd., Vancouver, B.C.	26,137 00	June 20, 1949
Esquimalt, B.C.	Painting the interior and exterior of building No. 4, R.C.N. College, Royal Roads.	Dominion Paint Co., Victoria, B.C.	3,950 00	April 2, 1949
Goose Bay, Labrador	Reconstruction of dock facilities, RCAF Station.	Terminal Construction Co. Ltd., Montreal, P.Q.	465,000 00	Aug. 12, 1949
Central Mortgage and Housing Corporation				
Summerside, P.E.I.	Construction of houses (150 units DND non-urban)	Bayside Construction Co., Campbellton, N.B.	907,000 00	July 5, 1949
Corwallis, N.S.	Construction of houses (110 units DND non-urban)	Diasod Construction Co., Fredericton, N.B.	681,500 00	June 3, 1949
Greenwood, N.S.	Construction of houses (100 units DND non-urban)	Diamond Construction Co., Fredericton, N.B.	605,000 00	June 3, 1949
New Glasgow, N.S.	Installation of permanent foundations.	H. MacDonald, Sunny Brae, N.S.	46,373 60	June 21, 1949
Chatham, N.B.	Construction of houses (100 units DND non-urban)	Eastern Woodworkers, New Glasgow, N.S.	610,000 00	July 5, 1949
Hull, P.Q.	Installation of permanent foundations.	A. S. Peterson & Co., Arnprior, Ont.	70,520 00	May 26, 1949
Ajax, Ont.	Construction of houses (200 new veterans' rental housing).	Zellers Contracting Co., Windsor, Ont.	898,733 15	June 28, 1949
Belleville, Ont.	Construction of houses and underground services (100 new veterans' rental housing)	Zellers Contracting Co., Windsor, Ont.	449,103 51	June 8, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING JULY

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Central Mortgage and Housing Corporation				
Camp Borden, Ont. (Angus).....	Construction of houses (10 units DND non-urban).....	D. McQuistan, Stratford, Ont.....	\$ 38,653 70	May 26, 1949
Camp Borden, Ont.....	Construction of houses (78 units DND non-urban).....	D. McQuistan, Stratford, Ont.....	312,495 40	May 26, 1949
Camp Borden, Ont.....	Construction of houses (294 units DND non-urban).....	R. F. Booth Construction Co., Niagara Falls, Ont.....	810,913 00	May 26, 1949
Centralia, Ont.....	Construction of houses (135 units DND non-urban).....	Parker Construction Co. Ltd., Union, Ont.....	487,539 88	May 26, 1949
Clinton, Ont.....	Construction of houses (95 units DND non-urban).....	Parker Construction Co. Ltd., Union, Ont.....	340,855 80	May 26, 1949
Cornwall, Ont.....	Installation of permanent foundations.....	A. Loisselle, R.R. 1, Valleyfield, P.Q.....	37,274 00	May 27, 1949
Port William, Ont.....	Construction of houses (100 units).....	Claydon Co. Ltd., Fort William, Ont.....	362,315 00	May 11, 1949
Petawawa, Ont.....	Construction of houses (250 units DND non-urban).....	M. Sullivan & Sons, Amprior, Ont.....	1,297,879 00	May 27, 1949
Port Arthur, Ont.....	Construction of houses (75 units).....	Claydon Construction Co. Ltd., Fort William, Ont.....	271,106 00	July 8, 1949
St. Vital, Man.....	Construction of houses (64 units).....	Claydon Construction Co. Ltd., Winnipeg, Man.....	187,761 00	July 10, 1949
St. Vital, Man.....	Construction of houses (94 units).....	Claydon Construction Co. Ltd., Winnipeg, Man.....	325,822 00	July 8, 1949
Kampeg, Sask.....	Construction of houses (23 units).....	P. W. Graham & Sons Ltd., Moose Jaw, Sask.....	84,385 00	July 10, 1949
Edmonton, Alta.....	Construction of houses (60 units).....	Shoquist-Wicklund Construction Co., Edmonton, Alta.....	270,002 07	June 15, 1949
Lethbridge, Alta.....	Construction of houses (60 units).....	Bird Construction Co. Ltd., Lethbridge, Alta.....	160,292 10	June 10, 1949
Chilliwack, B.C.....	Construction of houses (135 units).....	Wm. M. Orr, Chilliwack, B.C. & Van Associated Cont., Vancouver, B.C.....	826,925 88	July 21, 1949
Esquimalt, B.C.....	Construction of houses (20 units DND non-urban).....	G. Farmer, Victoria, B.C.....	138,574 42	June 24, 1949
Esquimalt, B.C.....	Service College (Navy).....	G. Farmer, Victoria, B.C.....	136,682 55	June 24, 1949
Esquimalt, B.C.....	Construction of houses (30 units DND non-urban).....	G. Farmer, Victoria, B.C.....	470,163 59	June 24, 1949
Esquimalt, B.C.....	Construction of houses (75 units DND non-urban).....	Victoria Housing Ltd., Vancouver, B.C.....	101,465 00	June 22, 1949
Sea Island, B.C.....	Installation of services.....	Maritime Construction Co. Ltd., Vancouver, B.C.....	341,547 15	Aug. 16, 1949
Vancouver, B.C.....	Construction of houses (69 units) (Fraserview).....	Dick & Perkins Construction Co., Vancouver, B.C.....	291,919 90	June 14, 1949
St. John's, Nfld.....	Construction of houses (42 units).....	Horwood Lumber Co. Ltd., St. John's, Nfld.....		
National Harbours Board				
Hallifax Harbour, N.S.....	Reconditioning concrete piles, substructure of Pier 2.....	Canada Gunite Co. Ltd., Montreal, P.Q.....	13,020 00	May 5, 1949
Department of Public Works				
Charlottetown, P.E.I.....	Wharf reconstruction and improvements.....	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.....	721,377 00	April 26, 1949
Cote Harbour, N.S.....	Wharf replacement.....	Murray H. Smith, Port Hood, N.S.....	14,641 40	April 19, 1949
Hampton, N.S.....	Breakwater repairs.....	M. A. Condon & Son, Kentville, N.S.....	60,161 55	May 26, 1949
Memegash, N.S.....	Wharf reconstruction.....	R. P. McLeod & B. A. Allaby, Amherst, N.S.....	36,710 50	May 13, 1949
Memegash's Cove, N.S.....	Construction of a breakwater extension.....	J. A. Urquhart Ltd., Parrsboro, N.S.....	37,920 40	June 1, 1949
Neil's Harbour, N.S.....	Breakwater repairs.....	A. J. Campbell, J. A. Campbell & A. J. McIsaac, Inverness, N.B.....	82,850 00	May 10, 1949
Blue Cove, N.B.....	Breakwater repairs.....	Price Construction Co., Moncton, N.B.....	41,480 88	May 12, 1949
Boischatel, P.Q.....	Wharf reconstruction.....	Dutourd, Harvey, Enrie, La Malbaie, P.Q.....	40,175 00	May 17, 1949
L'Anse au Beaufils, P.Q.....	Jetty reconstruction.....	James S. Watt, Little River West, P.Q.....	39,857 70	May 12, 1949

Quebec, P.Q.	Excavation work for Veteran's Hospital.	Eastern Canada Construction Co. Reg'd., Sherbrooke, P.Q.	\$ 37,110 00	May 21, 1949
Ragouneau, P.Q.	Wharf extension and improvements.	Napoleon Trudel & Fils, St. Irene, P.Q.	87,492 00	May 13, 1949
St. Henri de Levis, P.Q.	Construction of a Public Building.	J. O. Lebert, Quebec, P.Q.	48,257 00	July 13, 1949
St. Jean Port Joli, P.Q.	Wharf reconstruction.	Napoleon Trudel & Fils, St. Irene, P.Q.	140,680 71	May 13, 1949
French River, Ont.	Water control improvements.	Canadian Dredge & Dock Co., Ltd., Toronto, Ont.	153,217 00	June 21, 1949
Kemptville, Ont.	Repairs and painting at public building.	Anderson's Department Store Ltd., Kemptville, Ont.	10,068 82	June 21, 1949
Little Current, Ont.	Construction of Dominion public building.	C. G. Carrington Construction Co., Sudbury, Ont.	168,500 00	June 24, 1949
Ottawa, Ont.	Installation of dumb-water and shaft, Old Supreme Court Bldg.	Thomas Fuller Construction Co., Ltd., Ottawa, Ont.	5,270 00	June 24, 1949
Ottawa, Ont.	Alterations for topographical survey, Department of Mines & Resources.	A. Lanctot Construction Co., Ottawa, Ont.	18,677 00	May 2, 1949
Winchester, Ont.	Pier reconstruction.	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	129,970 50	April 26, 1949
Winchester, Ont.	Alterations to Post Office Building.	A. Amyot & Fils, Hull, P.Q.	19,900 00	July 13, 1949
Lockport, Man.	Improvements to Post Office bridge, sidewalk and hand railing, St. Andrews Lock and Dam.	Dominion Bridge Co., Ltd., Winnipeg, Man.	27,975 00	May 13, 1949
Victoria, B.C.	Construction of public Building.	Northern Construction Co. & J. W. Stewart Ltd., Vancouver, B.C.	2,062,700 00	July 13, 1949
Sandspit, B.C.	Wharf renewal.	F. Atkins, E. J. Palmer, A. W. Way, Vancouver, B.C.	69,801 49	May 13, 1949
Pictou, N.S.	Dredging.	Pictou Foundry & Machine Co., Ltd., Pictou, N.S.	365,000 00	*
Pictou, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	46,000 00	*
Dalhousie, N.B.	Dredging.	Felix Michaud, Buctouche, N.B.	23,625 00	*
Port William, Ont.	Dredging.	Consolidated Dredging Ltd., Toronto, Ont.	269,775 00	*
Oshawa, Ont.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	154,140 00	*
Port Freres, Ont.	Dredging.	Canadian Carriers Ltd., Kingston, Ont.	9,625 00	*
Toronto, Ont.	Dredging.	McNamara Construction Co., Ltd., Toronto, Ont.	23,025 13	*
Windsor, Ont.	Dredging.	Cummins Construction Co., Montebello, P.Q.	8,900 00	*
Selkirk, Man.	Erection of steel hull to replace Dredge P.W.D. No. 205.	Russell Brothers Ltd., Owen Sound, Ont.	63,940 00	*
Department of Transport				
Dartmouth, N.S.	Construction of instrument landing facilities at Airport.	Fundy Construction Co. Ltd., Halifax, N.S.	26,752 90	April 12, 1949
Fredericton, N.B.	Construction of a hard surface runway, taxi strip and parking apron at airport.	Diamond Construction Co. Ltd., Fredericton, N.B.	209,538 00	May 12, 1949
Cartierville, P.Q.	Additional grading and drainage at airport.	Campbell Brothers & Thompson Ltd., Montreal, P.Q.	20,410 00	April 20, 1949
Chicoutimi, P.Q.	Rescaling of joints in concrete areas at Saguenay Airport.	La Compagnie d'Entrepreneur en Construction Ltee., Chicoutimi, P.Q.	4,689 00	April 20, 1949
Toronto, Ont.	Strengthening, widening and lengthening of runway at Malton Airport.	King Paving Co. Ltd., Oakville, Ont.	547,803 05	May 12, 1949
Warton, Ont.	Surface treatment of existing runways at airport.	Cornell Construction Co., Brantford, Ont.	12,550 00	April 20, 1949
Windsor, Ont.	Construction of concrete pulpits, concrete encasements and laying of duct at airport.	R. A. Blyth, Toronto, Ont.	11,604 00	April 11, 1949
The Pas, Man.	Erection of amionospheric station building.	Lauze Brothers, The Pas, Man.	7,255 00	Jan. 15, 1949
Medicine Hat, Alta.	Construction of an extension to runway (0240) and surface treatment at airport.	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.	72,685 00	April 20, 1949
Comox, B.C.	Conversion of building No. 1 at airport.	A. W. Rider, Courtenay, B.C.	21,751 77	April 12, 1949
Penticton, B.C.	Entrance road and new fence at airport.	Highway Construction Co. Ltd., Vancouver, B.C.	19,577 50	April 19, 1949
Quesnel, B.C.	Construction of a drainage system at airport.	Vorston & Conliffe Co. Ltd., Quesnel, B.C.	11,957 90	April 19, 1949
Smithers, B.C.	Surface treatment of runways at airport.	Hansen Construction Co. Ltd., North Vancouver, B.C.	13,184 00	April 19, 1949
Jasper, Alta.	Construction of the Upper Reservoir of the water supply system.	Western Construction & Lumber Co. Ltd., Edmonton, Alta.	65,000 00	June 24, 1949

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Recent Regulations Under Provincial Legislation

British Columbia has increased the number of industrial diseases for which Workmen's Compensation may be paid. Safety requirements were laid down for mines in Quebec similar to those of several other provinces.

The British Columbia Workmen's Compensation Board has revised the schedule of industrial diseases for which compensation is payable, making certain additions and revisions to those diseases which have been added by regulation.

In Manitoba, new public health regulations were issued for the sanitary control and supervision of bottling plants.

Under the Quebec Mining Act, new requirements have been laid down for the protection of workmen against fires and explosions in mines and the safety provisions for hoists have been made more stringent.

In Saskatchewan, the regulations for 1950 under the Hospitalization Act have been made, and apprentices in electrical trades, as in other designated trades, must be paid a percentage of the journeyman's rate, increasing with each year of apprenticeship, instead of specific minimum hourly rates.

British Columbia Hospital Insurance Act

Within 15 days after receiving a written demand from the Hospital Insurance Commissioner, an employer is required to furnish the Commissioner with a list of the names and addresses of his employees and their dependants, together with any additional information required concerning the registration of employees or the collection of their hospital premiums. This regulation was made on August 9 and gazetted August 25.

British Columbia Hours of Work Act

Extensions in the period within which split shifts may be worked are permitted by three Orders of the Board of Industrial Relations, the first two made on July 18, gazetted July 21 and the third on July 29, gazetted August 11.

By Order No. 36, the hours within which hostlers in the logging industry may work on a split shift have been extended to 16

immediately following commencement of work, instead of the 12-hour limit set by the Act. Similarly, by Order No. 36A the working hours of the donkey-engine fireman employed on a split shift at the Gordon River Camp of Western Forest Industries Limited, Vancouver, may be confined within a 13-hour period.

The exemption under which working hours of bartenders, waiters and utility men working on a split shift in premises licensed to sell beer are confined to 13, instead of 12, is extended up to and including June 30, 1950, by Order 34D. A previous Order permitted this exemption to July 31, 1949 (L.G., Aug., 1949, p. 1003).

British Columbia Workmen's Compensation Act

The industrial diseases which from time to time have been added by regulation of the British Columbia Workmen's Compensation Board to those originally declared industrial diseases in the Act have been revised by two Orders, one made on July 18 and gazetted July 21, and the other made on August 5 and gazetted August 11. The schedule is effective from August 1, 1949. The diseases made compensatable by statute are unchanged. These are not listed in the revised schedule.

In the revision, besides the addition of new classes, various changes were made, some of which are not noted below. Descriptions of the diseases and processes left substantially the same as before are not dealt with. In some instances, a broadening of the classes of processes or industries in which an industrial disease may be contracted is noted. Where it was appropriate the Board combined classes of diseases added at different times, and in other instances a general group was subdivided.

Fifteen new classes of industrial diseases are added to the schedule: (1) asbestosis, caused by exposure to asbestos fibre; (2) circulatory disturbances of the extremities due to muscular effort at low

temperatures or handling cold materials; (3) conjunctivitis caused by continuous exposure to the dust from spices; (4) conjunctivitis caused by exposure to dust, heat, gases, fumes, vapours, mists or smoke; (5) dermatitis due to the use of dyes, inks and pigments; (6) dermatitis caused by contact with cloth, jute, hemp or dirty linen, rags or sacks; (7) dermatitis caused by any allergic reaction to drugs such as penicillin, streptomycin and metaphen; (8) heat exhaustion; (9) metal-fume fever contracted from welding on galvanized material or where there is exposure to the oxides of zinc, manganese, cadmium, chromium or copper; (10) poisoning by carbon bisulphide; (11) poisoning by formaldehyde and its preparations; (12) poisoning by nitrous fumes; (13) pulmonary and respiratory irritation contracted from exposure to vapours, mists or dust; (14) rhinitis caused by contact with allergens or chemical vapours or dust; (15) undulant fever contracted in any process where there is contact with animals, carcasses or animal by-products.

Diseases formerly described as poisoning by cedar, hemlock, spruce or alder occurring in lumbering, manufacturing or other industries involving the handling of these woods, dermatitis arising from contact with cedar-bark fluff or palco wool, and dermatitis in any process which produces teak or mahogany dust have been replaced by dermatitis caused by direct contact with any of these woods. Palco wool is omitted.

The following additions were made in the list of substances or processes from which employees are liable to contract dermatitis: salts, solvents, disinfectants, asphalt, creosote, coal-tar products, lime, nickel and its compounds, rubber, leather, plastics, paper or the dust therefrom, silica or silicates, and the picking of fruit and vegetables (as well as the canning or packing, as before).

Dermatitis in any process involving contact with sulphur or sulphur gases replaces "inflammation or ulceration of the skin or mucous membrane by sulphur or sulphur gases in mining."

Dermatitis formerly described as occurring in "any process or industry involving contact with cutting oil, in machine work, or any process or industry involving contact with an oil containing such irritating preservatives as alcohol, formaldehyde, phenol or phenol derivatives," now reads "dermatitis in any process involving the use of or direct contact with cutting oils or petroleum products."

What was formerly described as "bronchial asthma", is now "asthma and respiratory irritation", and the description of the process in which it arises is widened to

cover organic or fibrous dusts produced in handling grain, fur, feathers, cedar, mahogany, wool, rock-wool, asbestos and wood.

The class of disease formerly enumerated as conjunctivitis, bronchitis, tracheitis, pulmonary oedema or gastric irritation caused by contact with welding gases and fumes has been divided into three groups, omitting tracheitis. These diseases are described as being caused by any process employing oxyacetylene gas or electric arc for cutting and welding.

"Beat hand" (subcutaneous cellulitis) and "beat elbow" (acute bursitis) are now to be compensated if contracted in any occupation or industry where there is repeated pressure on the hand or elbow, rather than in the mining industry only, as formerly.

Pneumoconiosis is compensated when it occurs in certain specified industries, namely—monument lettering and setting, stone dressing and cutting, sand-blasting, reduction and smelting of ores, manufacture of alabastine, lime, and gypsum products, sewer construction, road-construction, quarrying or tunneling, grinding or polishing of stone or metal castings, and also in any process in a foundry or other manufacturing operation where there is exposure to pneumoconiosis-producing dust.

Tooth erosion and ulceration of the mucous membrane of the nose and throat, two classes of diseases formerly described as occurring in any process of zinc refining, are now compensatable if they occur in "any industry where there is exposure to acid fumes or mist."

Poisoning from exposure to carbon dioxide gases and carbon dioxide poisoning by coke fumes are omitted.

Private hospitals under the Act are added to hospitals, sanatoria and clinics as places of employment where pulmonary tuberculosis may be contracted from contact with "tubercular infection or tubular infected material." Clinics were formerly limited to venereal disease control clinics. The industries which cause vascular disturbances is the extremities (no longer limited to "upper" extremities of the body) now include "any process where there is continuous vibration of machine or power-tools," instead of being restricted to construction, mining and quarrying, as formerly.

Manitoba Public Health Act

More detailed and stringent regulations (35/49) governing the sanitary control of plants in which non-alcoholic beverages are bottled were filed on August 5 and gazetted August 13. The previous regulations are rescinded. The regulations cover permits

and licences; working conditions, including cleanliness of rooms, lighting, ventilation and washing facilities; types of rooms and equipment required; and cleanliness of employees. It is forbidden to sell or store any beverage or ingredients used in the making of a beverage which have not been manufactured, handled and packaged in accordance with the regulations.

Responsibility for supervision of bottling plants and for seeing that the requirements of the regulations are being met rests with the Medical Officer of Health in each municipality. The Medical Officer of Health or an inspector may take samples of water, beverages, and any product used in the manufacture of beverages for chemical or bacteriological examination and analysis, and may hold or cause to be destroyed any beverage, product or equipment found in or procured from plants in which the regulations have not been complied with.

A permit must be obtained from the Minister of Health before a bottling plant may be operated. The Minister may suspend or cancel the permit for any contravention of the regulations. A licence from the Medical Officer of Health of the municipality may also be required. The site of the plant must be approved by the Medical Officer of Health and the plans and specifications for new plants must be submitted to him and approved by the Minister.

The regulations specify certain types of rooms and equipment which must be provided in every plant, on or before June 30, 1954. These include a bottle storage room, a syrup room, a bottling room, a stockroom and offices. Dressing rooms and lavatory facilities which do not open directly into a room in which beverages are manufactured or stored must be provided for both men and women.

All equipment including pipes, spouts, storage vats and machinery used in the manufacture and bottling of beverages must always be kept scrupulously clean and cleansed in an approved manner before each day's run. Minimum standards of sanitation are laid down for water, containers, syrups, crowns and filling of bottles and machine and hand washing of bottles. The use of metal-lined containers or pipe lines is prohibited.

As regards working conditions, all rooms of the plant and the premises surrounding the plant must be maintained in a sanitary condition. In the rooms of the plant where syrups are prepared and bottles are washed and filled, all floors must be smooth and impervious to moisture and there must be a sufficient number of drains to ensure

proper removal of liquid wastes. Walls and ceilings must have a smooth surface, be kept clean and be painted periodically with a good quality gloss paint. Adequate natural or artificial light and suitable ventilation to free the air from offensive odours and dust must be maintained in all rooms. The plant must be properly screened and protected against insects and flies. Hand washing facilities with hot and cold running water, soap and disposable towels must be provided in or immediately adjacent to the bottling room and the syrup room.

Regarding the personal cleanliness of employees, persons engaged in work which brings them in contact with the ingredients or containers of soft drinks must be free from a communicable disease, must wear clean, washable clothes, must observe cleanliness in their habits, and be supplied with the dressing rooms and other facilities required by the Factories Act.

Manitoba Vacations With Pay Act

Regulations (32/49) were gazetted on July 2, setting out the procedure by which construction workers in Greater Winnipeg might, on presentation of stamp books at any branch of a chartered bank, receive the cash value of their vacation pay stamps.

A 1948 amendment to the Act provided for vacation pay credits for construction workers in Greater Winnipeg equivalent to two per cent of the wages earned in each pay period. The Act stated that stamps were to be cashed after June 30 of each year but left the method of cashing them to be prescribed by regulation.

The money realized from the sale of vacation stamps is deposited by the Minister in a chartered bank at Winnipeg to be held in trust for the purpose of cashing stamp books.

The bank must verify that the person presenting the book is the person to whom it was issued and see that the correct total amount of uncanceled stamps is entered in the redemption receipt in the book. After payment has been made, the bank must cancel by rubber stamp all uncanceled stamps remaining in the book. An administrative charge of 25 cents may be collected by the bank from the holder of each book. Each bank which has cashed vacation stamps must complete a daily detailed statement of the books it has cashed.

Nova Scotia Liquor Control Act

Revised regulations made on July 29, gazetted August 10, which rescind previous regulations made by the Nova Scotia Liquor Commission, continue to prohibit the employment of minors and women in taverns during the hours of sale.

Each person employed in a licensed tavern or hotel tavern is required to hold a waiter's licence. To obtain such licence, an applicant must be a British subject or Canadian citizen of good character, and must furnish a medical certificate certifying that he is free from any communicable disease. Licences are renewed each year, and on each renewal a new medical certificate is required.

Ontario Old Age Pensions Act

The regulations which permitted a cost-of-living bonus to be paid to old age pensioners have been revoked by O. Reg. 149/49, made on August 11, gazetted August 27. These regulations provided for a bonus equal to 8.33 per cent of the amount of the pension for which a pensioner was eligible (L.G., Aug., 1949, p. 1004).

Under the Dominion-Provincial scheme for old age pensions, the Dominion pays 75 per cent of the basic monthly pension, the Province contributing the remaining 25 per cent, together with administrative costs. By an amendment to the Dominion Old Age Pensions Act, effective from May 1, the basic monthly pension was increased from \$30 to \$40.

Quebec Mining Act

Amendments have been made to the regulations for the safety and health of workers in mines (L.G., 1940, p. 22) by an Order in Council (No. 716) made on July 7, gazetted July 30. New sections were added dealing with the protection of workmen from the dangers of fire and explosion and additions and revisions were made to the sections dealing with hoisting operations.

For the prevention of fire and explosions all underground rooms must be so located, constructed and maintained as to reduce fire hazards to a minimum. Fires may not be built underground unless authorization and suitable instructions have been obtained from the operator and necessary fire-fighting equipment has been placed close at hand. A sufficient number of fire doors must be installed underground to cut off the shaft from the mine workings. In cases

where mine entrances may be endangered by fire caused by the use of acetylene, kerosene, gasoline or other torches in underground workings, suitable measures for fire protection must be adopted and rigidly adhered to by the operator.

Suitable fire-fighting equipment must be provided and maintained by the operator in all buildings, including head-frames, where a fire may endanger the lives of workmen and at all underground crushers, shaft and winze stations, pump stations, tipples and underground electrical installations. A thorough monthly inspection of all fire-fighting equipment must be made by a properly authorized person who must report in writing to the manager on the conditions found.

Fire hazard areas marked by suitable signs may be designated by the Inspector. Smoking and the use of open-flame lamps, matches, etc., are forbidden in these areas except with permission of the Inspector.

Gas masks or other self-contained breathing apparatus approved by the Inspector of Mines must be provided for every underground hoist room.

Regarding precautions against explosions, explosives in excess of the amount required for 48 hours must not be stored underground. Fuses must be lighted by means of a suitably timed spitting device except where blasts are fired by electricity and where more than one explosive charge is to be fired. Apparatus approved by the Inspector for the introduction into the mine workings of warning gas must be kept ready for instant use to warn workmen underground in every mine worked from shafts or adits producing over 100 tons of ore per day and in any other mines designated by the Inspector.

Regarding hoists, a new provision prohibits the use of an underground hoist for raising or lowering persons unless it is installed at least 10 feet from a winze or shaft. Other new sections deal with tests to be made on the hoist brakes, on new hoists and on overwind devices, inspection when objects fall down the shaft and special precautions necessary for double-drum hoists. Also dealt with are the location of the signalling device in shaft sinking and the auxiliary overwind in electric hoists.

At every shaft or winze hoist a Hoistman's Log Book must be kept, and entries made regarding the working condition of the hoist, all safety devices, the signalling

apparatus, all overwind and underwind devices installed on the hoist, and also regarding all abnormal circumstances in connection with the operation of the hoist, all trial trips made after any shut-down of over three hours, and any special instructions received involving safety.

No office, storage room, repair shop or any other construction is permitted within a shaft house, without the Inspector's written permission. The section dealing with electric hoists now covers all such hoists instead of being limited to those fitted with mechanically operated brakes, as was previously the case.

When hoisting has been suspended for repairs or any other purpose for more than two hours (previously eight), no person may be raised or lowered until the cage or skip has made one complete trip up and down the working portion of the shaft and the trip must now be recorded in the Hoistman's Log Book.

The regulations regarding safety of ropes and rope testing have been tightened. Copies of records made in the rope record book must now be forwarded in duplicate to the Minister of Mines.

The stipulation forbidding the installation and operation of internal combustion engines underground in any mine has been amended to allow the use of Diesel locomotives designed for underground use on the approval of the Inspector, provided specified safety conditions are observed by the operator.

Saskatchewan Apprenticeship Act

Electrical Trades

Instead of the former specific minimum rates of wages set for apprentices in the electrical trade, an Order in Council (O.C. 1360/49) made on July 15, gazetted July 22, requires apprentices to be paid certain percentages of a journeyman's rate. For the first year an apprentice will receive 45 per cent of the journeyman's rate of pay with a minimum of 65 cents per hour, during the second year 55 per cent, for the third year 65 per cent and for the fourth year 85 per cent of the journeyman's rate.

The former minima were 50 cents an hour for the first year, 57 cents for the second, 65 cents for the third and 80 cents for the fourth.

The new regulations take effect from August 1.

Saskatchewan Hospitalization Act

Regulations issued under the Saskatchewan Hospitalization Act, 1948, approved by Order in Council (O.C. 1484/49) on August 5, gazetted August 12, govern tax collections for the year 1950 and provide for benefits commencing January 1. The regulations are similar to those issued for 1949 (L.G., 1948, p. 1440).

The principal changes were made as a result of a 1949 amendment to the Act which limited the dependants who may be included, along with the father and mother, in the family maximum tax of \$30 per year to children under 18 years, children over 18 who are dependent because of physical or mental infirmity and children between 18 and 21 who are attending a secondary school, university or an approved school of nursing. Previously, all dependants under 21 were included. The regulations provide that, with the exceptions noted above, dependants between 18 and 21 years must now pay the adult fee of \$10. The tax payable by or on behalf of all those under 18, rather than under 21, as before, is \$5.

Indians who become enfranchised within the meaning of the Indian Act, and persons who cease to be entitled to general hospital services from the Government of Canada may, on payment of a *pro rata* tax of 84 cents a month for adults and 42 cents for dependants under 18, become entitled to benefits under the Act.

Certain other changes were made, chiefly of an administrative nature.

Saskatchewan Liquor Act

New regulations governing the sale of liquor, made on July 29, and gazetted August 5, replace the former regulations. The Act prohibits the employment of any person under 21 or of any female in licensed premises, and the new regulations forbid, as previously, the employment of persons under 21 in selling, handling or serving beer upon canteen premises.

As before, the regulations require the holder of a hotel licence to keep a register of all employees engaged in the serving of beer, to furnish the Liquor Board with a similar list, and to inform the Board of any changes of staff as they occur. Persons employed in connection with the sale or serving of beer on licensed premises may not accept any gratuities or tips, nor may they be paid by the licensee any commission based upon the sale of beer.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the benefit of the doubt must be given to the claimant where conflicting evidence is produced; misconduct must be conclusively proven.—CU-B 405 (November 8, 1948).

MATERIAL FACTS OF CASE:

The claimant had been employed by a shipbuilding firm as a plater and on making claim for benefit stated that he had lost his employment because he had been absent from work. The statements of the employer and of the claimant in regard to the circumstances connected with the alleged absenteeism conflicted, but the Insurance Officer considered that the claimant had lost his employment by reason of his own misconduct and disqualified him for a period of six weeks. The claimant appealed to a Court of Referees, before which he appeared together with a representative of the union of which he was a member, and the majority of the Court was of the opinion that the evidence was too conflicting to warrant reversing the Insurance Officer's decision.

The union appealed to the Umpire.

DECISION:

In cases of misconduct, previous decisions are to the effect that:—

Where misconduct is given as a cause for separation from employment, such misconduct must be proved by the parties who make the allegations. Misconduct cannot be assumed, it must be conclusively proven before a claimant can be disqualified from receipt of benefit.

This principle must apply in the present instance.

In their conclusion, the Court of Referees stated:—

The evidence is very conflicting but we are of the opinion, Mr. dissenting, that the evidence is too conflicting to override the decision of the Insurance Officer; we accordingly dismiss

the appeal with dissenting and confirm the disqualification imposed by the Insurance Officer.

I agree that the evidence "is very conflicting." Therefore, in view of the above-mentioned principle, the benefit of the doubt must be given to the claimant.

The appeal is maintained.

Held that a salesman who sells goods which are the product of his employer's competitor, without the knowledge and consent of his employer, is guilty of misconduct.—CU-B 410 (November 8, 1948).

MATERIAL FACTS OF CASE:

The claimant had been employed as a salesman on a delivery route by a baker who sold wrapped bread to his numerous customers at a summer resort in the summer and unwrapped bread during the winter to those few customers who remained. Several of the customers preferred to have wrapped bread the whole year round and the claimant purchased it from another bakery and resold it to his employer's customers, at a profit of one cent a loaf. He stated when making claim for benefit that he had turned in this profit to his employer's wife, which she denied. The employer reported that he had been discharged for cause on account of dishonesty and inefficiency. The Insurance Officer disqualified the claimant for a period of six weeks on the ground that he had lost his employment by reason of his own misconduct, and the Court of Referees unanimously reversed this decision.

The Insurance Officer appealed to the Umpire.

DECISION:

I am asked to decide whether the claimant has lost his employment by reason of his own misconduct within the meaning of Section 41 (1) of the Act.

The claimant admits that the sale of bread, purchased from another bakery, was

done without the consent or knowledge of his employer. He should have realized, that in selling the product of a competitor in trade, he was promoting the interest of that competitor to the detriment of his employer which, needless to say, is against all business ethics. In fact, the employer discharged him as soon as he found out that he was making such sales.

For these reasons, the decision of the Court of Referees is reversed and the appeal of the Insurance Officer is allowed.

The disqualification of six weeks, under Section 41 (1) of the Act, imposed by the Insurance Officer and lifted by the Court of Referees, is reinstated as from the date that this decision is communicated to the claimant.

Unemployment Insurance Statistics July, 1949*

According to the monthly report compiled by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act, a total of 49,586 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission during July, 1949, compared with 53,114 in June, 1949, and 38,790 in July, 1948. These totals include revised claims (that is, reconsiderations of existing claims) numbering 6,100 in July, 1949, 8,331 in June, 1949, and 8,303 in July last year. Thus, initial and renewal claims, representing largely new cases of unemployment recorded among insured persons, totalled 43,486 in July, 1949, 44,783 in June, 1949, and 30,487 in July, 1948.

Figures in parentheses in Tables E-2, E-4 and E-6 refer to Unemployment Assistance in Newfoundland and are not included in totals.

There were 79,902 (56,279 male and 23,623 female) ordinary claims on the live unemployment register at the end of July, 1949, compared with 80,391 (55,945 male and 24,446 female) at June 30, 1949, and 48,546 (31,008 male and 17,538 female) on July 31, 1948. Ordinary claims are those filed by claimants who have separated from their former employments. In addition, 14,444 (11,100 male and 3,344 female) "other" claims were on the register at the end of July, 1949, as against 14,834 (10,907 male and 3,927 female) at the end of June, 1949, and 4,477 (3,583 male and 894 female) at July 31 last year. "Other" claims are largely short-time claims, that is, those filed by claimants who have been put on short time at their places of employment.

Claims on the live unemployment register at the end of July, 1949, are classified, in Table E-2, according to the number of days they have been continuously on the register since the last initial or renewal claim was filed in each case. Some initial claims immediately follow the termination of a claimant's benefit year, indicating that the claimant's period of unemployment is

continuous during that period. Such initial claims are ignored in determining the number of days continuously on the register. Only days of proven unemployment are counted, so Sundays, days of sickness, disqualification and non-availability, as well as the odd day of employment, are not included in determining the number of days on the register.

During July, 1949, 48,324 claims were disposed of at adjudicating centres, including 215 special requests not granted (that is, requests for antedating, extension of the two-year period, cancellation of a benefit year and payment of benefit at the rate for those having a dependent) and 753 referred to courts of referees and the umpire for further consideration. Of the remainder, in which the main consideration was entitlement to benefit, 36,993 were considered entitled to benefit and 10,363 not entitled to benefit.

Chief reasons given by adjudicating officers for considering claimants not entitled to benefit were: "insufficient contributions while in insurable employment" 3,245 cases, "voluntarily left employment without just cause" 2,877 cases, "refused an offer of work and neglected an opportunity to work" 1,229 cases, "not capable of and not available for work" 773 cases.

The number of beneficiaries in a month, heretofore published as the first column of Table E-6 is no longer available due to administrative changes in the method of recording benefit payments. In its place the number of benefit payments (equivalent to the number of beneficiaries) in the week which includes the third Friday of the month is now obtained. During July, 1949, 28,246 persons commenced the receipt of benefit, 1,525,462 benefit days were paid and the total amount of benefit paid was \$3,371,183. Thus, the average amount of benefit per compensated day of unemployment was \$2.21 compared with \$2.22 in June and \$1.95 in July, 1948.

For the week of July 9 to 15, a total of 65,957 beneficiaries were paid \$828,934 for 383,338 compensated unemployed days. The

* See Tables E-1 to E-7.

average duration of the unemployment compensated in that week was, then, 5.8 days, the average amount of benefit paid per beneficiary was \$12.57 and the average amount of benefit paid per compensated day of unemployment was \$2.16.

Table E-4, presents data respecting the number of claims filed and their disposition. Table E-5 shows chief reasons for non-entitlement to benefit; and Table E-6 the number of days' benefit paid and amount of benefit paid, by province, for the month of July, 1949, with comparative figures for July, 1948 and number of beneficiaries, days' benefit paid and amount of benefit paid for the week ending with the third Friday in the month.

Explanatory Notes re Certain Tables

Table E-4.—Number of claims filed at local offices. An insured person, upon becoming unemployed, may register a claim for benefit at any local office of the Unemployment Insurance Commission. The local office has no power to refuse a claim from any individual nor can the local office cancel a claim. The claimant may withdraw his claim at any time before it is forwarded for adjudication. Claims withdrawn are not included in the table and claims transferred from one local office to another prior to adjudication are included in the figures of the receiving office.

An initial claim is filed by a claimant who does not, at the time, have benefit rights established. If it is proven that he has contributed for at least 180 days in the past two years and 60 days since the commencement of his immediately preceding benefit year (if any), that not more than half of his contributions during the past year have been made at the lowest schedule rate, that he has made application in the prescribed manner and that he is not under 16 years of age, a benefit year is established for him. The duration of benefit authorized depends upon the duration of his contributions during the past five years and benefit drawn during the immediately preceding three years. The daily rate of benefit depends upon the daily average of the 180 most recent daily contributions paid on behalf of the insured person during the two years immediately preceding the commencement day of the benefit year and upon whether or not he has a dependent within the meaning of the Act.

When a benefit year is established it remains in force until either the benefits authorized have been used up or twelve months have elapsed since it was established.

A renewal claim is filed by a claimant who already has a benefit year in existence

and who has either become unemployed or has failed to report at the local office for two consecutive weeks.

The number of persons on the live unemployment register at a certain date, then, is a measure of the number of cases of unemployment recorded by the Unemployment Insurance administration at that date. Ordinary claimants are those who have separated from their employment and have no job (with the possible exception of some small subsidiary employment) at the time. Other claimants are "short-time" or "casual" claimants. A short-time claimant is one who has been put on short time in the establishment in which he is employed. Such persons are not necessarily seeking other employment but can claim benefit for their days of unemployment subject to certain restrictions (see Sec. 35 (1) (b) of the Act). A casual claimant is one whose employment record is such that he is classed as a casual worker by the local office manager. His claim may remain live although he works for short periods.

Odd days of employment that do not interfere with the claimant's regular report to the local office do not cause the transfer of his unemployment register form to the dormant file.

Table E-4 (second part).—Adjudication of claims is carried out by designated Insurance Officers attached to certain local offices (known as adjudicating centres) and at regional insurance offices. In certain cases, claims are referred by the Insurance Officer to the regional claims division and, ultimately, to head office, before a decision is rendered. The majority of claims, however, are adjudicated by the Insurance Officer located in the local adjudicating centres.

Table E-2.—The days recorded in Table E-2 are days of proven unemployment (whether compensable or not) recorded on the unemployment register since the last initial or renewal claim was filed. When one benefit year terminates the claimant may immediately establish another if, in addition to meeting the conditions outlined under Table E-4, he proves that at least 60 days' contributions have been made in his behalf since the establishment of his immediately preceding benefit year. In such a case, for purposes of Table E-2, the last initial claim is ignored in determining the duration of the current case of unemployment.

If an initial claimant does not qualify under one or more of the four basic statutory conditions outlined in the discussion of Table E-4, no benefit year is established and the claim is declared

disallowed. The initial claim is allowed if these four conditions are met, but this does not necessarily mean that the claimant is entitled to benefit. Section 27 of the Act sets out four conditions which a claimant must fulfill before his right to benefit is established. These are referred to as conditions precedent and require that he be: (1) unemployed; (2) capable of work; (3) available for work; (4) unable to obtain suitable employment.

Further, a claimant may prove the four statutory conditions and the conditions precedent but still be disqualified for a period under one or more of the circumstances calling for disqualification in the Act (Sec. 39-44).

A revised claim represents a re-adjudication, for any reason, of a claim that has already been adjudicated as an initial or renewal claim. For example, a claimant may have been receiving benefit for some time when he is offered what is considered to be an offer of suitable employment. Should he reject that offer, his case must be considered again and this reconsideration constitutes a revised claim.

Thus, the category "entitled to benefit" in Table E-4 represents initial claims in which benefit years have been established with no disqualification of the claimant, renewal claims on the basis of which the claimant has not been disqualified and revised claims in which no disqualification has occurred. "Not entitled to benefit" includes initial claims allowed where the claimant has been disqualified and initial claims disallowed (no benefit year established), renewal claims on the basis of which the claimant has been disqualified and revised claims where the claimant has been disqualified or the claim has been disallowed. Pending claims are, of course, those not yet considered.

Courts of Referees and an Umpire exist for the purpose of reviewing cases brought to them either by the claimant or the Insurance Officer. For purposes of this report, cases referred to Courts of Referees include only those initiated by claimants. In addition the few cases referred by claimants to the Umpire (after decision by a Court of Referees) are included under this heading in the report.

Table E-6.—The material in the first three columns of this table is secured from the Unemployment Insurance District Treasury Offices. Copies of each payment warrant and cash-pay voucher (completed in the Local Office where the payment is made) are sent to the District Treasury Office for checking and filing in the claimant's file. When the benefit year terminates this file is checked against the unemployment register. As duplicate warrants and cash-pay vouchers are received, the number of days' benefit and amount of benefit shown on them are accumulated and provide the material in the second and third columns of Table E-6. Data for the first column of Table E-6, those commencing a series of benefit payments, are obtained by indicating, on the appropriate files, the receipt of initial authorizations to pay following the adjudication of an initial or renewal claim.

Table E-6 (last column).—For the week, Saturday to Friday, ending with the third Friday in each month, the treasury offices count the number of benefit payments made as indicated by the number of warrants and cash-pay vouchers issued. The number of days' benefit paid and amount of benefit paid are accumulated from the payment documents mentioned above. Since, with few exceptions, beneficiaries are paid once-a-week and a beneficiary does not receive more than one payment in a week, this procedure provides the number of persons on benefit at the time the count is made.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending July 30, 1949 showed 3,343,370 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 109,435 since June 30, 1949.

As at July 30, 1949, 220,685 employers were registered representing an increase of 1,739 since June 30, 1949.

WAGES, HOURS AND WORKING CONDITIONS IN THE PRIMARY TEXTILES INDUSTRY, OCTOBER, 1948*

A total of 65,800 mill workers were in the 310 mills whose 1948 returns were used in this analysis. More than half the workers were affected by collective agreements. The five-day week was reported by two-thirds of the mills employing almost two-thirds of the workers. Time and one-half was the most common overtime rate. A vacation of two weeks with pay, usually after five years, was reported by a majority of mills which employed 79 per cent of the workers. All but one of the mills observed some statutory holidays and 57 per cent of the workers were in mills paying for 1 to 15 of the holidays observed.

The sixth annual report on wages and hours in the Primary Textile Industry was published in June of this year. This present article deals in detail with certain working conditions in the industry as well as making short reference to wage rates and their indices.

The industry is divided into four sections which will be dealt with separately and includes the manufacture of cotton, rayon and woollen yarn and cloth as well as knitted goods (hosiery, outerwear and underwear).

Average wage rates in 1948 for the industry as a whole had increased 124.2 per cent over comparable rates in 1939 and were 17.9 per cent higher than in the previous year which was the largest annual percentage increase indicated in the nine years covered.

Indices of wage rates in the individual industries for 1947 and 1948, based on rates in 1939, are as follows:—

	1947	1948	Annual Percentage Change
Knitting Industry	184.3	213.8	16.0
Woollen Yarn and Cloth.....	209.8	241.3	15.0
Cotton Yarn and Cloth.....	189.0	230.6	22.0
Rayon Yarn and Cloth.....	186.8	218.2	16.8
Total	190.1	224.2	17.9

*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, their straight-time wage or salary rates or the average straight-time earnings of employees on piece work during the last pay period preceding October 1, 1948. Information on wage rates for 1948 in Logging and Construction was published in the April Labour Gazette and

Table 1 gives the distribution of mills and mill workers in the industry as a whole. Although more than half the mills are located in Ontario, more than half the workers were in Quebec mills. In all but the province of Quebec, there were more female than male workers in the industry and they formed 48 per cent of the working force in the 310 mills covered in the analysis.

One-half the mills employed less than 100 workers each, but accounted for 11 per cent of the total number of workers. Another ten per cent of the workers were in four mills employing more than 1,000 workers each.

Collective Agreements.—Although only 135 of the 310 mills reported having written collective agreements, 62 per cent of the workers were covered by these agreements.

Almost half the workers covered by collective agreement, which were located in

for Civic Employees in the May issue. Similar 1948 information on the Pulp and Paper, and Paper Box Industries was published in June, on Tobacco and Brewery Products in July, Printing and Publishing in August and Electrical Products in September.

For a summary of provincial legislation on working conditions, see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

65 mills, were affected by agreements with either the Textile Workers Union of America (CIO-CCL) or the United Textile Workers of America (AFL-TLC).

Standard Hours of Work, Table 2.—Weekly hours ranged between 35 and 55 with more than two-thirds of the employees working 40, 45 or 48 hours per week. Most common hours on the five-day week were 45 and on the six-day week, 48.

The five-day week was reported by 210 of the mills, employing 63 per cent of the workers.

Overtime Rates of Pay, Table 3.—Time and one-half was the most common overtime rate providing premium pay for any overtime in this industry. Double time was reported for overtime on Sunday by 28 mills (6,200 workers) and for holiday work by 52 mills (10,500 workers). Double time and one-half was also reported this year by nine mills (2,200 workers) for overtime on observed statutory holidays.

Vacations with Pay, Table 4.—All but four mills gave information on paid vacations and 236 reported an initial vacation

TABLE I.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE PRIMARY TEXTILE INDUSTRY, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	310	15	117	164	14
Mill Workers:					
Male.....	34,247	1,592	20,394	11,981	280
Female.....	31,543	1,756	14,183	15,033	571
Total.....	65,790	3,348	34,577	27,014	851

TABLE II.—STANDARD WEEKLY HOURS OF WORK IN THE PRIMARY TEXTILE INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a five-day week</i>										
40 ⁽¹⁾	28	10,015			12	8,055	11	1,628	5	332
Over 40 and Under 44.....	5	1,388					4	1,371	1	17
44.....	9	482			4	161	4	296	1	25
45.....	77	15,541			11	4,391	66	11,150		
47½ ⁽²⁾	20	4,103			6	1,207	14	2,896		
48 ⁽³⁾	56	7,575			19	2,685	36	4,728	1	162
50 ⁽⁴⁾	15	2,393			14	2,229	1	164		
Total.....	210	41,497			66	18,728	136	22,233	8	536
<i>On a six-day week</i>										
Under 44.....	2	517			1	390			1	127
44.....	19	4,074	3	1,188	4	604	9	2,140	3	142
Over 44 and Under 48.....	11	3,104	2	249	2	1,337	6	1,484	1	34
48.....	37	10,086	5	1,546	19	7,400	12	1,128	1	12
Over 48 and Under 50.....	5	321	3	260	2	61				
50.....	13	3,555	1	95	11	3,431	1	29		
Over 50.....	13	2,636	1	10	12	2,626				
Total.....	100	24,293	15	3,348	51	15,849	28	4,781	6	315
<i>Total</i>										
40 ⁽¹⁾	28	10,015			12	8,055	11	1,628	5	332
42 and Under 44.....	7	1,905			1	390	4	1,371	2	144
44.....	28	4,556	3	1,188	8	765	13	2,436	4	167
45.....	84	18,161			13	5,728	70	12,399	1	34
46½.....	2	191			1	127	1	64		
47½.....	21	4,368	2	249	5	1,080	14	3,039		
48.....	92	17,499	5	1,546	38	10,085	48	5,856	1	12
48½ and 49.....	6	483	3	260	2	61			1	162
50.....	28	5,898	1	95	24	5,582	3	221		
Over 50.....	14	2,714	1	10	13	2,704				
Total.....	310	65,790	15	3,348	117	34,577	164	27,014	14	851

(1) Includes one mill with 24 employees working 35 hours.

(2) Includes one mill with 127 employees working 46½ hours.

(3) Includes one mill with 162 employees working 49 hours.

(4) Includes one mill with 78 employees working 54 hours.

of one week after one year of service while in 58 mills less than a year of service was required. The remaining 12 mills gave two weeks initially after a year or less of service.

The majority of mills also reported providing for two weeks after a service ranging from no specified service up to 25 years; 79 per cent of the workers were in these mills with three-quarters of them employed in mills giving two weeks after five years.

Thirteen mills (3,900 workers) reported giving three weeks after five to 30 years of service.

Statutory Holidays, Table 5.—All but one mill reported observing between two and 15 statutory holidays and 190 of the 310 mills, employing 57 per cent of the workers, paid for some or all of the holidays they observed.

Payment for two to eight holidays was reported by 173 mills, employing 55 per cent of the workers covered in the industry, with four, six or eight holidays the most common policy.

Sick Leave with Pay.—One-third of the workers in 71 mills were reported covered by some arrangement for payment during illness. The usual provision was a group insurance or sick benefit plan.

Shift Work, Table 6.—Twenty per cent of the total number of workers employed in the mills used in this analysis were working on second or third shift operations. Wage differentials ranged between three and 15 cents per hour or were reported on a percentage basis of five to 20 per cent; 42 per cent of those on shift work received no wage differential.

The Knitting Industry

Average wage rates in this industry were 113.8 per cent higher than in 1939 and 16 per cent higher than 1947 rates.

Returns from 163 mills across Canada were analysed in this industry, covering 21,900 workers (Table 7). More than half the workers and 92 of the 163 mills were located in Ontario. Two-thirds of the workers were female.

Although the majority of mills employed less than 100 workers each, they accounted for a small percentage of the workers and more than half the workers were located in 43 mills employing between 100 and 500 workers each; 29 per cent of the workers were in eight mills employing more than 500 workers.

TABLE III.—OVERTIME RATES OF PAY IN THE PRIMARY TEXTILE INDUSTRY, 1948

NOTE.—Four mills with 4,112 workers reported an overtime premium rate of 5, 10 or 15 per cent.

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Mon. to Fri.		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Mill Workers..	176	29,623	176	29,623	130	32,055	306	61,678	306	61,678
<i>Time and One-Quarter (1)</i>										
Canada.....	4	432	4	432	10	1,167	7	1,047	3	190
Quebec.....					2	190	1	138		
Ontario.....	3	346	3	346	8	977	6	909	2	104
Western Provinces.....	1	86	1	86					1	86
<i>Time and One-Half (2)</i>										
Canada.....	93	23,574	90	23,182	(3) 120	30,888	145	42,213	122	36,420
Maritime Provinces.....	6	1,830	6	1,830	6	997	9	2,333	6	2,074
Quebec.....	35	9,406	35	9,406	63	19,956	54	20,949	54	21,425
Ontario.....	47	12,142	44	11,750	49	9,734	77	18,430	57	12,579
Western Provinces.....	5	196	5	196	2	201	5	501	5	342
<i>Double Time</i>										
Canada.....							28	6,194	(4) 52	10,461
Maritime Provinces.....							1	245	2	304
Quebec.....							16	3,219	24	4,183
Ontario.....							10	2,709	24	5,826
Western Provinces.....							1	21	2	148
<i>Double Time and One-Half</i>										
Canada (Ontario Only).....									9	2,219
<i>No Premium Pay (5)</i>										
Canada.....	79	5,617	82	6,009			126	12,224	120	12,388

(1) Includes two mills paying time and one half the first two hours Monday to Saturday, one of these also having this provision for Sunday overtime.

(2) Includes two mills paying double time after three and four hours respectively.

(3) Eleven mills employing 10,516 workers also reported a premium rate of ten per cent for hours over ten in any one day.

(4) Includes two mills employing 1,041 workers paying time and one half for work done on any unpaid holidays.

(5) Includes mills paying straight time or having no overtime policy.

**TABLE IV.—VACATIONS WITH PAY IN THE PRIMARY TEXTILE INDUSTRY BY
NUMBER OF MILLS AND MILL WORKERS, 1948**

NOTE.—Of 310 mills four employing 342 workers gave no information on vacations.

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>No Specified Service</i>								
Canada.....	14	2,628	2	200	4	379	2	200
Maritime Provinces.....	2	462			1	245		
Quebec.....	3	756			1	13		
Ontario.....	7	1,375	2	200	2	121	2	200
Western Provinces.....	2	35						
<i>Three Months</i>								
Canada.....	20	3,412			7	1,247		
Quebec.....	2	1,214			1	945		
Ontario.....	18	2,198			6	302		
<i>Six Months</i>								
Canada.....	24	5,755	2	71	7	733	3	85
Maritime Provinces.....	3	1,473						
Quebec.....	9	678	1	28	5	402	1	28
Ontario.....	11	3,592	1	43	2	331	1	43
Western Provinces.....	1	12					1	14
<i>One Year</i>								
Canada.....	236	52,948	8	434	95	10,983	22	4,915
Maritime Provinces.....	7	1,376			2	154	3	1,473
Quebec.....	101	31,596			42	6,854	3	149
Ontario.....	119	19,275	6	331	48	3,749	13	3,178
Western Provinces.....	9	701	2	103	3	226	3	115
<i>Two and Three Years ⁽¹⁾</i>								
Canada.....							23	4,148
Maritime Provinces.....							1	501
Quebec.....							5	539
Ontario.....							12	2,763
Western Provinces.....							5	345
<i>Five Years ⁽²⁾</i>								
Canada.....							127	38,853
Maritime Provinces.....							4	450
Quebec.....							49	22,675
Ontario.....							72	15,577
Western Provinces.....							2	151
<i>Ten Years ⁽³⁾</i>								
Canada.....							16	3,905
Maritime Provinces.....							1	488
Quebec.....							9	2,667
Ontario.....							6	750
Total Mills and Workers.....	294	64,743	12	705	113	13,342	193	52,106

(1) Three mills employing 1,651 workers reported an extra provision of three weeks after five to 30 years of service.

(2) Ten mills employing 2,257 workers reported an extra provision of three weeks after 15 years of service in one case and after 25 years in the others.

(3) Includes three mills employing 1,482 workers requiring eight, 15 or 25 years of service.

TABLE V.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE PRIMARY TEXTILE INDUSTRY, 1948

Note—One mill employing 183 workers observed no statutory holidays.

	Number of Holidays Observed by Mills							Total Mills	Total Workers
	2 to 5	6	7	8	9	10	11 to 15		
Mills Paying for:									
1 Holiday.....		1		1	2			4	495
2 Holidays.....	3		5	8	4	2		22	2,426
3 ".....	2	1	6	1	3		2	15	4,168
4 ".....	2	2	4	19		7	2	36	6,707
5 ".....	2		1					10	1,045
6 ".....		25	4	15	3	4		51	14,507
7 ".....			7	1	1			9	851
8 ".....				30				30	6,441
9 ".....					7			7	327
10 ".....						4		4	130
14 ".....							1	1	65
15 ".....							1	1	631
Total Mills Paying for 1 to 15 Holidays.....	9	29	27	82	20	17	6	190	37,793
Total Mills not Paying for Holidays	2	13	30	26	14	24	10	119	27,814
Total Mills Observing Holidays.....	11	42	57	108	34	41	16	309	65,607

TABLE VI.—SHIFT WORK IN THE PRIMARY TEXTILE INDUSTRY, BY NUMBER OF MILL WORKERS, 1948

NOTE.—One mill reported a wage differential of \$1.00 per shift and another gave six hours extra pay per week.

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Workers Affected
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Workers.....	7,410	3,359	2,516	13,285
<i>No Wage Differential</i>				
Canada.....	3,599	1,707	316	5,622
Quebec.....	3,236	1,576	212	5,024
Ontario.....	283	104	94	481
Western Provinces.....	80	27	10	117
<i>Three to Eight Cents</i>				
Canada.....	1,880	1,432	624	3,936
Maritime Provinces.....	606	70	62	738
Quebec.....	859	1,081	220	2,160
Ontario.....	415	281	342	1,038
<i>Nine to Fifteen Cents</i>				
Canada.....	193	12	515	720
Quebec.....	5		337	342
Ontario.....	188	12	178	378
<i>Five to Twenty Per Cent</i>				
Canada.....	1,609	208	1,061	2,878
Maritime Provinces.....		16	5	21
Quebec.....	1,230	169	1,019	2,418
Ontario.....	379	23	37	439
<i>Five Cents or Ten Per Cent</i>				
Canada.....	129			129
Quebec.....	109			109
Ontario.....	20			20

Collective Agreements.—Forty-four mills and 44 per cent of the workers in the industry were reported under written collective agreement. Eleven mills, including 2,300 workers, reported agreements with the Textile Workers Union of America (CIO-CCL) and five mills reported 1,100 workers affected by agreements with the United Textile Workers of America (AFL-TLC). Nineteen mills and 4,400 workers were under agreement with various federations of the Canadian and Catholic Confederation of Labour and the remaining nine mills with 1,900 workers were represented either by employee associations or were connected with clothing unions, or in one case, with the United Rubber, Cork, Linoleum and Plastic Workers of America.

Wage Rates.—Tabular data showing 1948 wage rates by occupation in this industry can be found in the annual report "Wages and Hours in the Primary Textile Industry in Canada, 1948" which has been published by the Department of Labour. Straight-time hourly earnings in 1948 for male workers in the knitting industry were 6 to 22 cents higher than in 1947, with most occupations showing increases of 10 to 12 cents per hour. For women workers the increases ranged from 7 to 12 cents per hour. Full fashioned footers, male, averaged 1.26 per hour in 1948, while helpers were receiving 52 cents; earnings of hand operators, female, were 56 cents, while toppers, female, were earning 70 cents per hour.

Standard Hours of Work, Table 8.—Weekly hours varied between 35 and 55 with two-thirds of the workers in mills reporting a work week of 45 to 48 hours. Three-quarters of the workers were in 119 of the mills which reported working a five-day week.

Overtime Rates of Pay, Table 9.—In most of those mills reporting premium pay a rate of time and one-half was reported for all overtime although a few mills reported paying time and one-quarter. In the case of 13 mills, double time was reported for Sunday work and 20 mills reported this rate for overtime on statutory holidays, another mill paying double time and one-half.

Vacations with Pay, Table 10.—An initial vacation of one or two weeks with pay after a year or less of service was reported by all the mills. The great majority of workers were in 124 of the mills which reported an initial vacation of one week after one year of service. There were 12 of the mills employing 700 workers which reported giving two weeks initially after a year or less of service.

Three-quarters of the workers were in 93 of the 163 mills which reported a two-week vacation after a service varying from no specified period to ten years, but mainly after five years. Seven mills also reported giving a vacation of three weeks after 25 years of service.

Statutory Holidays, Table 11.—All but one mill reported observing between 2 and 15 statutory holidays and 69 per cent of the workers were in 99 mills which paid for 1 to 15 of the holidays observed.

Seven to ten holidays were reported observed by 133 of the mills, although 49 of these mills did not pay for any of the holidays observed.

Payment for three to six of the holidays were reported by 60 mills, employing 56 per cent of the total number of workers.

Sick Leave with Pay.—Thirty of the mills, employing 26 per cent of the workers, reported having provision for sick leave with pay. Half the mills reported group insurance schemes or sick benefit funds. Another few reported that payment was conditional or depended on length of service or seniority, or was given on receipt of doctor's certificate while one reported it was paid to male workers only and another reported allowing one week per year.

Shift Work, Table 12.—Comparatively few of the workers were reported working on a second or third shift. One-half of those on shift work received no differential while the others were in mills reporting between 3 and 15 cents per hour as the differential or, in a few cases, payment of a differential of 5 to 20 per cent.

TABLE VII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE KNITTING INDUSTRY, BY REGION, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	163	5	58	92	8
Mill Workers					
Male.....	7,608	335	3,505	3,696	72
Female.....	14,296	843	5,208	7,909	336
Total.....	21,904	1,178	8,713	11,605	408

TABLE VIII.—STANDARD WEEKLY HOURS OF WORK IN THE KNITTING INDUSTRY BY WORKERS, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a five-day week</i>										
35.....	1	24					1	24		
40.....	14	1,931			1	30	10	1,604	3	297
Over 40 and Under 44.....	4	673					3	656	1	17
44.....	7	228			4	161	2	42	1	25
45.....	50	7,754			10	1,627	40	6,127		
Over 45 and Under 47½.....	1	127			1	127				
47½.....	8	1,768			4	606	4	1,162		
48.....	27	2,316			9	996	18	1,320		
50.....	7	1,587			6	1,423	1	164		
Total.....	119	16,408			35	4,970	79	11,099	5	339
<i>On a six-day week</i>										
44.....	11	1,207	1	501	3	467	6	216	1	23
Over 44 and Under 48.....	4	347	2	249			1	64	1	34
48.....	17	2,098	1	245	9	1,615	6	226	1	12
Over 48 and Under 50.....	3	244	1	183	2	61				
50.....	4	1,221			4	1,221				
Over 50.....	5	379			5	379				
Total.....	44	5,496	5	1,178	23	3,743	13	506	3	69
<i>Total</i>										
35.....	1	24					1	24		
40.....	14	1,931			1	30	10	1,604	3	297
Over 40 and Under 44.....	4	673					3	656	1	17
44.....	18	1,435	1	501			8	258	2	48
45.....	52	7,738			10	1,627	41	6,127	1	34
Over 45 and Under 47½.....	4	440	2	249	1	127	1	64		
47½.....	8	1,768			4	606	4	1,162		
48.....	43	4,414	1	245	18	2,611	23	1,546	1	12
Over 48 and Under 50.....	3	244	1	183	2	61				
50.....	11	2,808			10	2,644	1	164		
Over 50.....	5	379			5	379				
Total.....	163	21,904	5	1,178	58	8,713	92	11,605	8	408

TABLE IX.—OVERTIME RATES OF PAY IN THE KNITTING INDUSTRY, BY NUMBER OF MILL AND MILL WORKERS, 1948

NOTE.—Two mills with 47 workers paid 10% and 15% overtime premium

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Mill Workers.....	99	11,202	99	11,202	62	10,655	161	21,904	161	21,904
<i>Time and One-Quarter</i>										
Canada.....	(1)2	112	(1)2	112	7	891	3	464	2	155
Quebec.....					2	190	1	138		
Ontario.....	1	26	1	26	5	701	2	326	1	69
Western Provinces.....	1	86	1	86					1	86
<i>Time and One-Half</i>										
Canada.....	37	6,913	36	6,868	55	9,764	52	10,705	45	8,019
Maritime Provinces.....	1	245	1	245	3	432	1	183		
Quebec.....	15	2,906	15	2,906	28	4,758	21	4,934	22	4,471
Ontario.....	18	3,611	17	3,566	23	4,468	28	5,471	20	3,325
Western Provinces.....	3	151	3	151	1	106	2	117	3	223
<i>Double Time</i>										
Canada.....							13	2,900	(2)21	4,105
Maritime Provinces.....							1	245	1	245
Quebec.....							5	619	6	730
Ontario.....							7	2,036	14	3,130
<i>No Premium Pay (3)</i>										
Canada.....	60	4,177	61	4,222			93	7,788	93	9,578

(1) Includes one mill paying time and one-half after the first two hours of overtime.

(2) Includes one mill with 183 mill workers paying double time and one-half for work on statutory holidays.

(3) Covers mills paying straight time or having no overtime policy.

**TABLE X.—VACATIONS WITH PAY IN THE KNITTING INDUSTRY, BY NUMBER
OF MILLS AND MILL WORKERS, 1948**

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>No Specified Service</i>								
Canada.....	9	1,467	2	200	4	379	2	200
Maritime Provinces.....	2	462			1	245		
Quebec.....	2	282			1	13		
Ontario.....	5	723	2	200	2	121	2	200
<i>Three Months</i>								
Canada (Ontario Only).....	10	1,116			4	206		
<i>Six Months</i>								
Canada.....	8	711	2	71	3	187	2	71
Quebec.....	5	334	1	28	3	187	1	28
Ontario.....	2	365	1	43			1	43
Western Provinces.....	1	12						
<i>One Year</i>								
Canada.....	124	17,905	8	434	59	4,583	11	564
Maritime Provinces.....	3	716						
Quebec.....	50	8,069			26	2,642	1	20
Ontario.....	66	8,827	6	331	31	1,810	7	429
Western Provinces.....	5	293	2	103	2	131	3	115
<i>Two and Three Years ⁽¹⁾</i>								
Canada.....							14	2,624
Maritime Provinces.....							1	501
Quebec.....							2	181
Ontario.....							8	1,780
Western Provinces.....							3	162
<i>Five Years ⁽²⁾</i>								
Canada.....							60	12,392
Maritime Provinces.....							3	432
Quebec.....							22	5,235
Ontario.....							35	6,725
<i>Ten Years</i>								
Canada.....							4	698
Quebec.....							2	407
Ontario.....							2	291
Total Mills and Workers.....	151	21,199	12	705	70	5,355	93	16,549

(1) Six mills with 1,847 workers required two years' service, one of these employing 1,089 workers gave an additional week after 30 years.

(2) Six mills with 1,228 workers gave three weeks after 25 years.

TABLE XI.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE KNITTING INDUSTRY, 1948

NOTE.—One mill employing 183 workers observed no statutory holidays.

	Number of Holidays Observed by Mills												Total Mills	Total Workers
	Days													
	2	3	4	5	6	7	8	9	10	11	15			
Mills Paying for:														
1 Holiday					1	2	1	1					3	297
2 Holidays	1			2		2	4	3	1				13	779
3 "		1		1		6		1					9	2,694
4 "			2		1	4	9		4		1		21	3,297
5 "				1		1	6						8	826
6 "					3	1	12	3	3				22	5,501
7 "						6		1					7	497
8 "							8						8	414
9 "								5					5	144
10 "									2				2	81
15 "											1		1	631
Total Mills Paying for 1 to 15 Holidays.....	1	1	2	4	5	20	40	14	10		2		99	15,161
Total Mills not Paying for Holidays.....			1	1	8	15	16	7	11	2	2		63	6,560
T otal Mills Observing Holidays.....	1	1	3	5	13	35	56	21	21	2	4		162	21,721

TABLE XII.—SHIFT WORK IN THE KNITTING INDUSTRY, BY NUMBER OF MILL WORKERS, 1948

NOTE.—One mill reported a wage differential of \$1.00 per shift and another gave six hours extra pay per week.

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Workers Affected
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Mill Workers	859	402	368	1,629
<i>No wage Differential</i>				
Canada	494	302	82	878
Quebec	365	253	39	657
Ontario	129	49	43	221
<i>Three and Four Cents per Hour</i>				
Canada (Ontario Only)	29	39		68
<i>Five Cents per Hour</i>				
Canada	268	35	64	367
Nova Scotia	8			8
Quebec	161		24	185
Ontario	99	35	40	174
<i>Seven to Fifteen Cents per Hour</i>				
Canada	37		42	79
Quebec	5			5
Ontario	32		42	74
<i>Five to Twenty per Cent</i>				
Canada	31	26	180	237
Nova Scotia		16	5	21
Quebec			165	165
Ontario	31	10	10	51

The Woollen Yarn
and Cloth Industry

By 1948, the average wage rates in this industry had increased 141·3 per cent over comparable rates in 1939 with a 15 per cent increase over 1947 rates. Annual increases were correspondingly large in the intervening years other than in 1944 and 1945 when only slight increases took place.

In analysing the industry this year, returns from 79 establishments were used, employing 12,300 mill workers. Sixty per cent of the establishments and 68 per cent of the workers were located in Ontario and almost 43 per cent of the workers were female.

Mills ranged in size from two mills employing ten workers each to one employing almost 1,200 workers. Fifty-four per cent of the workers were in 37 mills employing between 100 and 300 workers each while 32 per cent were in mills employing more than 300 workers.

Collective Agreements.—Half the mills reported having collective agreements in writing affecting 64 per cent of the total number of workers. There were quite a few employees' associations reported and some independent unions as well as the Textile Workers Union of America (CIO-CCL) and the United Textile Workers of America (AFL-TLC), which latter two affected more than half the workers reported under collective agreement.

Wage Rates.—Tabular data showing 1948 wage rates by occupation in this industry can be found in the annual report "Wages and Hours in the Primary Textile Industry in Canada, 1948" which has been published by the Department of Labour. In 1948 male workers in most occupations in the manufacturing of woollen yarn and cloth were receiving 7 to 10 cents per hour more than in 1947; women workers showed a similar increase in wages. For men, 1948 rates ranged from 66 cents for winders, spoolers and reelers to 98 cents for loom fixers; women cloth speckers averaged 50 cents per hour and the average rate for female weavers was 70 cents.

Standard Hours of Work, Table 14.—Of the 79 mills, 54 reported working a five-day week of 40 to 50 hours. The most common hours on the five-day week were 45, 47½ and 48, with 49 mills and 73 per cent of all the workers on either one of these schedules.

Hours ranged between 42 and 55 in the 25 mills on a six-day week, with 12 mills reporting a work week of 48 hours.

Overtime Rates of Pay, Table 15.—Time and one-half was the most common rate paid for overtime in this industry. Other rates reported were time and a quarter for any overtime by a few mills, double time for Sunday and holiday work and double time and one-half in a few instances for holiday overtime.

Vacations with Pay, Table 16.—All but three mills reported giving vacations with pay. An initial vacation of one week after a year or less of service was reported in every case with 22 per cent of the workers in the 16 mills given this vacation after less than one year of service.

Although 30 mills reported one week as the longest vacation given, the remainder reported a vacation of two weeks after a service of from six months to ten years, with four of these mills reporting a third week after five to 25 years of service.

Statutory Holidays, Table 17.—All the mills reported observing some holidays, ranging between 5 and 14, and 60 of the mills, employing 87 per cent of the workers, reported paying for some or all of the holidays they observed. The most common number observed were eight while 61 per cent of the workers were in 39 mills paying for either four, six or eight of the holidays observed.

Sick Leave with Pay.—Of the 79 mills whose returns were analysed, 17 with 3,200 workers reported having a sick leave policy. Thirteen of these, employing 2,400 workers, reported a group insurance plan while the others reported sick leave with pay with no special provisions or policy.

TABLE XIII.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY REGION, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Western Provinces
Total Mills.....	79	6	19	48	6
Mill Workers					
Male.....	7,041	110	2,240	4,483	208
Female.....	5,263	99	1,030	3,899	235
Total.....	12,304	209	3,270	8,382	443

TABLE XIV.—STANDARD WEEKLY HOURS OF WORK IN THE WOOLLEN YARN AND CLOTH INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a five-day week</i>										
40.....	2	35							2	35
44.....	1	138					1	138		
45.....	18	3,315					18	3,315		
47½.....	9	1,708			1	474	8	1,234		
48.....	22	3,942			8	1,119	14	2,823		
49.....	1	162							1	162
50.....	1	65			1	65				
Total.....	54	9,365			10	1,658	41	7,510	3	197
<i>On a six-day week</i>										
42.....	1	127							1	127
44.....	3	136	1	17					2	119
45.....	1	127					1	127		
47½.....	1	171					1	171		
48.....	12	1,954	1	10	7	1,399	4	545		
48½ and 49.....	2	77	2	77						
50.....	3	322	1	95	1	198	1	29		
Over 50.....	2	25	1	10	1	15				
Total.....	25	2,939	6	209	9	1,612	7	872	3	246
<i>Total</i>										
40.....	2	35							2	35
42.....	1	127							1	127
44.....	4	274	1	17			1	138	2	119
45.....	19	3,442					19	3,442		
47½.....	10	1,879			1	474	9	1,405		
48.....	34	5,896	1	10	15	2,518	18	3,368		
48½ and 49.....	3	239	2	77					1	162
50.....	4	387	1	95	2	263	1	29		
Over 50.....	2	25	1	10	1	15				
Total.....	79	12,304	6	209	19	3,270	48	8,382	6	443

TABLE XV.—OVERTIME RATES OF PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1948

Overtime Rates of Pay	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Mon. to Fri.		Saturday		Mills		Mills		Mills	
	Mills	Workers	Mills	Workers						
Total Mills and Mill Workers.....	45	6,522	45	6,522	34	5,782	79	12,304	79	12,304
<i>Time and one Quarter (1)</i>										
Canada (Ontario Only).....	2	320	2	320	3	276	4	583	1	35
<i>Time and one-Half (2)</i>										
Canada.....	28	5,365	26	5,018	31	5,506	42	8,012	31	5,891
Maritime Provinces.....	2	112	2	112	2	77	4	189	2	113
Quebec.....	5	759	5	759	12	2,410	7	1,178	5	1,250
Ontario.....	19	4,449	17	4,102	16	2,924	28	6,261	22	4,409
Western Provinces.....	2	45	2	45	1	95	3	384	2	119
<i>Double Time</i>										
Canada.....							11	1,687	(3) 22	3,817
Maritime Provinces.....									1	59
Quebec.....							7	993	10	1,720
Ontario.....							3	673	9	1,890
Western Provinces.....							1	21	2	143
<i>Double Time and One-Half</i>										
Canada (Ontario Only).....									4	1,172
<i>No Premium Pay</i>										
Canada.....	15	837	17	1,184			22	2,022	21	1,389

(1) One mill with 182 workers gave time and one-half after the first two hours of overtime.

(2) One mill with 205 workers paid double time after the first three hours.

(3) Two mills employing 326 workers paid time and one-half for statutory holidays observed but not paid for.

Shift Work, Table 18.—Fifteen per cent of the workers in the 79 mills covered were reported on the second or third shift of a two or three-shift operation at the time of the survey. Sixty per cent of these workers were reported receiving a wage differential for their work, ranging between 3 and 10 cents per hour or on the basis of a 5 to 15 per cent differential.

The Cotton Yarn and Cloth Industry

The wage rate index for this industry, based on comparable rates in 1939, had reached 230.6 by 1948 which indicated a comparatively large annual increase (22 per cent) in average rates.

TABLE XVI.—VACATIONS WITH PAY IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILLS AND MILL WORKERS, 1948

NOTE.—Of the 79 mills covered in the survey, three employing 37 workers, gave no information on vacations.

Length of Service Required	Minimum Vacation of One Week		Maximum Vacation			
			One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers
<i>No Specified Service</i>						
Canada.....	5	1,161				
Quebec.....	1	474				
Ontario.....	2	652				
Western Provinces.....	2	35				
<i>Three Months</i>						
Canada.....	7	1,096	2	96		
Quebec.....	1	269				
Ontario.....	6	827	2	96		
<i>Six Months</i>						
Canada.....	4	446	2	331	1	14
Quebec.....	1	86				
Ontario.....	3	360	2	331		
Western Provinces.....					1	14
<i>One Year</i>						
Canada.....	60	9,564	26	2,776	3	180
Maritime Provinces.....	3	172	2	154		
Quebec.....	16	2,441	7	671	1	86
Ontario.....	37	6,543	16	1,856	2	94
Western Provinces.....	4	408	1	95		
<i>Two and Three Years ⁽¹⁾</i>						
Canada.....					7	1,103
Quebec.....					3	358
Ontario.....					2	562
Western Provinces.....					2	183
<i>Five Years ⁽²⁾</i>						
Canada.....					35	7,767
Maritime Provinces.....					1	18
Quebec.....					8	2,155
Ontario.....					24	5,443
Western Provinces.....					2	151
Total Mills and Workers.....	76	12,267	30	3,203	46	9,064

⁽¹⁾ One mill gave an additional week after five years and another mill, after 15 years of service.

⁽²⁾ Includes one mill requiring ten years of service; two mills gave three weeks after 25 years.

Returns from 37 mills, employing 20,700 workers at the time of the survey, were used in analysing this industry (Table 19). Sixty-four per cent of the workers were located in the 17 mills in the province of Quebec.

Of the 37 mills, 21 reported employing over 300 workers each and accounted for

nearly 90 per cent of the total number of workers with more than half of the workers located in eight mills employing over 800 workers each.

Collective Agreements.—All but three of the mills reported having collective agreements in writing affecting 93 per cent of

TABLE XVII.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE WOOLLEN YARN AND CLOTH INDUSTRY, 1948

		Number of Holidays observed by Mills										Total Mills	Total Workers
		Days											
		5	6	7	8	9	10	11	12	14			
Mills Paying for:													
1 Holiday						1						1	198
2 Holidays				3	3	1	1					8	1,619
3 "					1	1		1				3	450
4 "			1		7			3				11	2,302
5 "		1			1							2	219
6 "			12	2	2							16	2,043
7 "				1	1							2	354
8 "					12							12	3,177
9 "						2						2	183
10 "							2					2	49
14 "											1	1	65
Total Mills Paying for 1 to 14 Holidays.....		1	13	6	27	5	6	1	0	1		60	10,659
Total Mills not Paying for Holidays.....		0	2	5	4	5	2	0	1	0		19	1,645
Total Mills Observing Holidays.....		1	15	11	31	10	8	1	1	1		79	12,304

TABLE XVIII.—SHIFT WORK IN THE WOOLLEN YARN AND CLOTH INDUSTRY, BY NUMBER OF MILL WORKERS, 1948

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Workers Affected
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Mill Workers	1,047	423	330	1,800
<i>No Wage Differential</i>				
Canada	481	142	90	713
Quebec	263	73	48	384
Ontario	138	42	32	212
Western Provinces	80	27	10	117
<i>Three to Five Cents per Hour</i>				
Canada	246	247	74	567
Quebec	27	40		67
Ontario	219	207	74	500
<i>Seven to Ten Cents per Hour</i>				
Canada	93	12	106	211
Quebec			29	29
Ontario	93	12	77	182
<i>Five to Fifteen per Cent</i>				
Canada	227	22	60	309
Quebec	59	9	33	101
Ontario	168	13	27	208

the workers. The main unions represented in the industry were the Textile Workers Union of America (CIO-CCL), the United Textile Workers of America (AFL-TLC) and the National Catholic Syndicate, these three organizations accounting for 97 per cent of the workers under agreement. One independent union and two employees' associations were the only other organizations reported.

Wage Rates.—Tabular data showing 1948 wage rates by occupation in this industry

can be found in the annual report "Wages and Hours in the Primay Textile Industry in Canada, 1948" which has been published by the Department of Labour. Average straight-time earnings for male workers in this industry in 1948 were 6 to 18 cents per hour higher than in 1947, with the majority of occupations showing increases of 13 cents or more; for women workers, increases over 1947 were 13 to 16 cents for all occupations studied. In 1948 male rates ranged from 63 cents per hour for battery hands to \$1 for

TABLE XIX.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, BY REGION, 1948

	Canada	Maritime Provinces ⁽¹⁾	Quebec	Ontario
Total Mills.....	37	3	17	17
Mill Workers:				
Male.....	12,317	756	8,167	3,394
Female.....	8,375	535	4,989	2,851
Total.....	20,692	1,291	13,156	6,245

(1) Includes one mill in Nova Scotia and two mills in New Brunswick.

TABLE XX.—STANDARD WEEKLY HOURS OF WORK IN THE COTTON YARN AND CLOTH INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>On a Five-Day Week</i>								
40.....	10	7,752			10	7,752		
42.....	1	715					1	715
45.....	7	4,163			1	2,764	6	1,399
47½.....	1	472					1	472
48.....	3	554			1	215	2	339
50.....	1	28			1	28		
Total.....	23	13,684			13	10,759	10	2,925
<i>On a Six-Day Week</i>								
44.....	3	1,924					3	1,924
45.....	5	2,459			2	1,337	3	1,122
48.....	5	1,887	3	1,291	1	322	1	274
55.....	1	738			1	738		
Total.....	14	7,008	3	1,291	4	2,397	7	3,320
<i>Total Mills</i>								
40.....	10	7,752			10	7,752		
42.....	1	715					1	715
44.....	3	1,924					3	1,924
45.....	12	6,622			3	4,101	9	2,521
47½.....	1	472					1	472
48.....	8	2,441	3	1,291	2	537	3	613
50.....	1	28			1	28		
55.....	1	738			1	738		
Total.....	37	20,692	3	1,291	17	13,156	17	6,245

loom fixers; female battery hands averaged 66 cents while skilled weavers were receiving 83 cents per hour.

Standard Hours of Work, Table 20.—Weekly hours ranged between 40 and 55 in this industry with 37 per cent of the workers on a 40-hour week and another 32 per cent working 45 hours .

The five-day week was reported by 23 of the 37 mills and included two-thirds of the workers; hours ranged between 40 and 50, with 87 per cent of the workers which were in mills on the five-day week working either 40 or 45 hours.

Overtime Rates of Pay, Table 21.—Practically all the mills reported a rate of time and one-half for any overtime. One mill gave double time for Sunday work while six gave double time or double time and one-half for work on observed statutory holidays.

Vacations with Pay, Table 22.—All the mills reported giving at least one week's vacation with pay after a year or less of service.

All but two of the mills also reported giving a second week after one to 25 years of service with 61 per cent of all the workers in mills giving two weeks after five years of service and another 18 per cent were in mills requiring only one year's service.

Statutory Holidays, Table 23.—Although all the mills reported observing between six and eleven holidays, only 22 of the 37 mills employing slightly less than half the workers reported paying for some or all of the holidays they observed, ranging from three to eight.

Eight mills, employing 28 per cent of the workers, both observed and paid for six statutory holidays and another eight mills including 13 per cent of the workers reported observing and paying for eight holidays.

Sick Leave with Pay.—Fifteen of the mills, employing 34 per cent of the workers reported having a policy covering sick leave with pay. In one instance, the mill reported allowances to married men only while the remainder had group insurance schemes or mutual benefit plans to cover illnesses.

TABLE XXI.—OVERTIME RATES OF PAY IN THE COTTON YARN AND CLOTH INDUSTRY, 1948

Overtime Rates of Pay	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Monday to Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Mill Workers.....	15	7,293	22	13,399	37	20,692	37	20,692
<i>Time and One-Half ⁽¹⁾</i>								
Canada.....	14	7,019	(2)22	13,399	34	19,711	31	18,195
Maritime Provinces.....	2	803	1	488	3	1,291	3	1,291
Quebec.....	4	2,397	13	10,759	14	12,175	15	12,203
Ontario.....	8	3,819	8	2,152	17	6,245	13	4,701
<i>Double Time</i>								
Canada.....					1	215	(3)4	1,942
Quebec.....					1	215	2	953
Ontario.....							2	989
<i>Double Time and One-Half</i>								
Canada (Ontario Only).....							2	555
<i>No Premium Pay ⁽⁴⁾</i>								
Canada.....	1	274			2	766		

(1) Includes one mill paying double time after the first four hours.
 (2) Eleven mills employing 10,516 workers reported a premium rate of ten per cent for hours over ten in any one day as well as time and one-half after weekly hours.
 (3) Includes one mill observing eight and paying for four statutory holidays who pay time and one-half for work done on any of the unpaid holidays.
 (4) Includes mills paying regular rates or having no overtime policy.

TABLE XXII.—VACATIONS WITH PAY IN THE COTTON YARN AND CLOTH INDUSTRY, 1948

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
			One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers
<i>Six Months</i> ⁽¹⁾						
Canada.....	9	3,897				
Maritime Provinces.....	2	803				
Ontario.....	7	3,094				
<i>One Year</i> ⁽²⁾						
Canada.....	28	16,795	2	2,792	7	3,732
Maritime Provinces.....	1	488			2	803
Quebec.....	17	13,156	2	2,792		
Ontario.....	10	3,151			5	2,929
<i>Five Years</i> ⁽³⁾						
Canada.....					24	12,630
Quebec.....					13	9,411
Ontario.....					11	3,219
<i>Ten Years</i> ⁽⁴⁾						
Canada.....					4	1,538
Maritime Provinces.....					1	488
Quebec.....					2	953
Ontario.....					1	97
Total Mills and Workers.....	37	20,692	2	2,792	35	17,900

(1) Includes one mill requiring three months' service.
(2) Includes one mill requiring two years' service for a maximum vacation of two weeks.
(3) Includes one mill reporting an extra provision of three weeks after 20 years of service.
(4) Includes one mill with a service requirement of 25 years.

TABLE XXIII.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE COTTON YARN AND CLOTH INDUSTRY, 1948

	Number of Holidays Observed by Mills					Total Mills	Total Workers
	Days						
	6	7	8	10	11		
Mills Paying for:							
3 Holidays	1				1	2	146
4 "			2			2	812
6 "	8	1	1			10	6,745
8 "			8			8	2,587
Total Mills Paying for Three or more Holidays...	9	1	11		1	22	10,290
Total Mills not Paying for Holidays.....		7	3	1	4	15	10,402
Total Mills Observing Holidays.....	9	8	14	1	5	37	20,692

Shift Work, Table 24.—Thirty per cent of the workers were reported on either second or third shift work, mainly on the second shift of a two-shift operation.

Although, 45 per cent of these workers received no wage differential for their shift work, the remainder received between 4 and 15 cents per hour differential or on the basis of 10 to 20 per cent.

The Rayon Yarn and Cloth Industry

Average wage rates in this industry in 1948 had more than doubled over comparable rates in 1939 with an index number of 218·2 for 1948, based on 1939 rates. Annual percentage increases in the past three years have been 10·6, 13·4 and 16·8 respectively.

The rayon industry is located exclusively in Quebec and Ontario with the great majority of both mills and workers in the province of Quebec. Two-thirds of the workers were male and seven mills reported employing more females than males.

Although 19 of the 31 mills employed less than 200 workers each, they accounted for

only 15 per cent of the total number of workers; four mills which reported employing more than 800 workers each included 60 per cent of the workers.

Collective Agreements.—Of the 31 mills covered, 17 reported having collective agreements in writing affecting 39 per cent of the total number of workers. More than half of these workers were under agreement with the National Catholic Federation of Textile Workers.

Wage Rates.—Tabular data showing 1948 wage rates by occupation in this industry can be found in the annual report "Wages and Hours in the Primary Textile Industry in Canada, 1948" which has been published by the Department of Labour.

In the manufacturing of rayon yarn and cloth the straight time earnings of male and female workers showed similar increases in 1948 over 1947; these increases ranged from 2 to 15 cents per hour, with the majority between 7 and 12 cents. Male spinners in 1948 averaged 63 cents per hour, while skilled tradesmen were receiving 91 cents; average wages for women ranged between 59 cents for spinners and graders to 74 cents per hour for weavers.

TABLE XXIV.—SHIFT WORK IN THE COTTON YARN AND CLOTH INDUSTRY, BY NUMBER OF MILL WORKERS, 1948

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Workers Affected
	2nd Shift	2nd Shift	3rd Shift	
Number of Mill Workers.....	3, 428	1, 960	763	6, 151
<i>No Differential</i>				
Canada.....	1, 879	916	.....	2, 795
Quebec.....	1, 863	916	.....	2, 779
Ontario.....	16	.....	.....	16
<i>Four to Eight Cents</i>				
Canada.....	1, 063	1, 044	162	2, 269
Maritime Provinces.....	489	3	3	495
Quebec.....	574	1, 041	.....	1, 615
Ontario.....	.....	.....	159	159
<i>Ten to Fifteen Cents</i>				
Canada.....	44	.....	449	493
Quebec.....	.....	.....	321	321
Ontario.....	44	.....	128	172
<i>Ten to Twenty Per Cent</i>				
Canada.....	442	.....	152	594
Quebec.....	262	.....	152	414
Ontario.....	180	.....	.....	180

Standard Hours of Work, Table 26.—Hours ranged between 40 and 55. Eleven mills, employing nearly one-quarter of the workers, were on a 50-hour week and another 44 per cent of the employees in seven mills worked either 47½ or 48 hours per week. Only one mill reported a 40-hour week.

The six-day week was in effect in 17 of the 31 mills covered, these mills accounting for 81 per cent of the workers.

Overtime Rates of Pay, Table 27.—Time and one-half was the overtime rate reported in most instances, although a five per cent rate was also reported as well as double time for Sunday and holiday work and in two cases, double time and one-half was paid for overtime on observed statutory holidays.

Vacations with Pay, Table 28.—All but one mill reported giving paid vacations, usually one week after one year or less of

service. In 19 mills, employing 79 per cent of the workers, an extra week was given. In ten mills employing nearly 60 per cent of the workers five years of service was required while in other mills the length of service varied from one to 15 years.

Statutory Holidays, Table 29.—All the mills reported observing between 6 and 13 statutory holidays, although only nine of the mills reported paying for some or all of the holidays observed in their mills.

Of the 1,700 workers located in the nine mills paying for holidays, 52 per cent received pay for three holidays.

Shift Work, Table 30.—One-third of the workers were reported on either the second or third shift of a two or three-shift operation. The majority of shift workers received a wage differential. Some received from three to ten cents per hour; in four instances, five per cent was reported and in another five cases, five cents per hour or ten per cent was the policy.

TABLE XXV.—DISTRIBUTION OF MILLS AND MILL WORKERS IN THE RAYON YARN AND CLOTH INDUSTRY, 1948

	Canada	Quebec ⁽¹⁾	Ontario
Total Mills.....	31	24	7
Mill Workers			
Male.....	7,281	6,873	408
Female.....	3,609	3,235	374
Total.....	10,890	10,108	782

(1) Includes one mill in New Brunswick.

TABLE XXVI.—STANDARD WEEKLY HOURS OF WORK IN THE RAYON YARN AND CLOTH INDUSTRY, 1948

Standard Weekly Hours	Five-Day Week						Six-Day Week					
	Canada		Quebec		Ontario		Canada		Quebec ⁽¹⁾		Ontario	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
40	1	273	1	273	.....	.....	.....	.....	.....	.....	.....	.....
43½ and 44	1	116	.....	.....	1	116	3	1,197	3	1,197	.....	.....
45	2	309	.....	.....	2	309	.....	.....	.....	.....	.....	.....
47½ and 48	4	629	1	355	3	274	3	4,147	2	4,064	1	83
50	5	635	5	635	.....	.....	6	2,012	6	2,012	.....	.....
Over 50	1	78	1	78	.....	.....	5	1,494	5	1,494	.....	.....
Total.....	14	2,040	8	1,341	6	699	17	8,850	16	8,767	1	83

(1) Includes one mill in New Brunswick.

TABLE XXVII.—OVERTIME RATES OF PAY IN THE RAYON YARN AND CLOTH INDUSTRY, 1948

NOTE.—Two mills with 4,065 workers reported an overtime premium rate of 5 per cent.

Overtime Rates of Pay	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Monday to Saturday							
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Mill Workers.....	17	4,606	12	2,219	29	6,825	29	6,825
<i>Time and One-Half</i>								
Canada.....	14	4,277	12	2,219	17	3,785	15	4,315
Quebec.....	12	4,014	10	2,029	13	3,332	13	4,171
Ontario.....	2	263	2	190	4	453	2	144
<i>Double Time</i>								
Canada (Quebec only).....					3	1,392	(1)6	780
<i>Double Time and One-Half</i>								
Canada (Ontario only).....							2	309
<i>No Premium Pay (2)</i>								
Canada.....	3	329			9	1,648	6	1,421

(1) Includes one mill observing 10 and paying for 6 statutory holidays, paying time and one-half for work done on any of the unpaid holidays.

(2) Includes mills paying straight time or having no overtime policy.

TABLE XXVIII.—VACATIONS WITH PAY FOR PLANT EMPLOYEES IN THE RAYON YARN AND CLOTH INDUSTRY, 1948

NOTE.—One mill employing 305 workers reported no provision for vacations with pay.

Length of Service Required	Initial Vacation of One Week		Maximum Vacation			
			One Week		Two Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers
<i>Three and Six Months</i>						
Canada.....	6	1,901	3	1,160		
Quebec.....	(1)5	1,873	3	1,160		
Ontario.....	1	28				
<i>One Year</i>						
Canada.....	24	8,684	8	832	2	713
Quebec.....	18	7,930	7	749	(1)2	713
Ontario.....	6	754	1	83		
<i>Five Years (2)</i>						
Canada.....					10	6,392
Quebec.....					7	6,055
Ontario.....					3	337
<i>Ten Years (3)</i>						
Canada.....					7	1,488
Quebec.....					4	1,126
Ontario.....					3	362
Total Mills and Workers.....	30	10,585	11	1,992	19	8,593

(1) Includes one mill in New Brunswick.

(2) Includes one mill with a service requirement of three years and another employing 91 workers with an additional provision of three weeks after fifteen years service.

(3) Includes two mills with service requirements of eight and fifteen years respectively.

**TABLE XXIX.—STATUTORY HOLIDAYS FOR MILL WORKERS IN THE RAYON
YARN AND CLOTH INDUSTRY, 1948**

	Number of Holidays Observed by Mills							Total Mills	Total Workers
	Days								
	6	7	8	9	10	11	13		
Mills paying for:									
2 Holidays.....			1					1	28
3 ".....				1				1	878
4 ".....			1				1	2	296
6 ".....	2				1			3	218
8 ".....			2					2	263
Total Mills paying for two or more Holidays.....	2		4	1	1		1	9	1,683
Total Mills not paying for Holidays...	3	3	3	2	10	1		22	9,207
Total Mills Observing Holidays.....	5	3	7	3	11	1	1	31	10,890

**TABLE XXX.—SHIFT WORK IN THE RAYON YARN AND CLOTH INDUSTRY,
BY NUMBER OF MILL WORKERS, 1948**

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Workers Affected
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Mill Workers.....	2,076	574	1,055	3,705
<i>No Differential</i>				
Canada.....	745	347	144	1,236
Quebec.....	745	334	125	1,204
Ontario.....		13	19	32
<i>Three to Six Cents per Hour</i>				
Canada.....	228	67	242	537
Quebec.....	206	67	242	515
Ontario.....	22			22
<i>Nine and Ten Cents per Hour</i>				
Canada (Ontario only).....	65			65
<i>Five Per Cent</i>				
Canada (Quebec only).....	909	160	669	1,738
<i>Five Cents or Ten Per Cent</i>				
Canada.....	129			129
Quebec.....	109			109
Ontario.....	20			20

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

Employment conditions were very favourable for most Canadian workers during the month of August. The number employed reached a new record as seasonal operations neared their peak. The current index of industrial production almost doubled that of the 1935-39 average. Regionally, the Prairies were particularly buoyant while the Maritimes, affected by poor fish catches and markets, experienced some unemployment. The Employment Service again found it necessary to organize movements of farm workers.

Employment during August reached both a seasonal and an all-time peak. Slightly over 5,000,000 persons held jobs early in June and this number was increased during July and August. Unemployment at the June date was only two per cent of the labour force. A few localized areas of labour surplus had developed in the Maritime, Quebec and Pacific regions because of declining operations in the logging and fishing industries. On the whole, however, the employment situation has been very good during the summer months. More settled employment conditions were indicated by the decided drop in labour turnover and absenteeism and the record degree of labour peace. Time loss due to industrial disputes in August was the lowest for that month since 1941. Hourly earnings in manufacturing have moved steadily upwards since February but, with shorter hours being worked in some industries, average earnings levelled off at a rate of about \$41 a week.

The current strength of the domestic economy is indicated by the high level of industrial production in Canada. The index of production has been fluctuating within a range of a single point, holding at about 186 (1935-39=100) during recent months. The flow of goods into consumers' hands also has been steady, as shown in the constant ratio of factory inventories to shipments. Both imports and exports continued to keep their lead over the record peacetime level of 1948 although prospects are not so favourable. Another favourable development has been the recent substantial improvement in the Canadian wheat crop. At the middle of August it was expected to yield 391.5 million bushels, only 1.8 million less than in 1948.

Seasonal operations, particularly those in agriculture, were foremost in the employment scene during August. Each year at this time, thousands of temporary jobs, generally at good wages, become available in agriculture to workers in all parts of the country. The grain harvest in the Prairies brings these employment opportunities to a peak creating jobs not only for farm hands, but for domestics, clerks in farm equipment stores, grain shovellers and other workers. Added to this are the hundreds of jobs which yearly develop in the summer and fall months in food canning plants. Employment in agriculture at this time totalled just under 1,200,000 in 1948 while fruit and vegetable canning plants (with 15 or more employees) employed some 22,000 workers.

Industrial Analysis

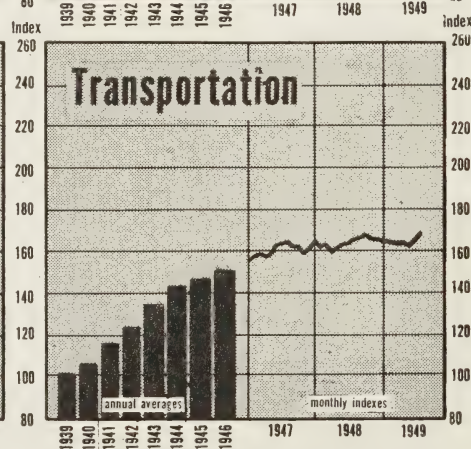
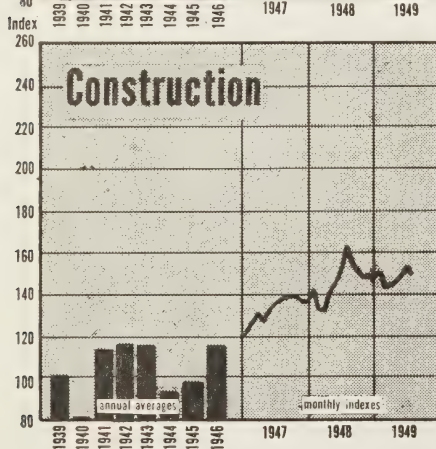
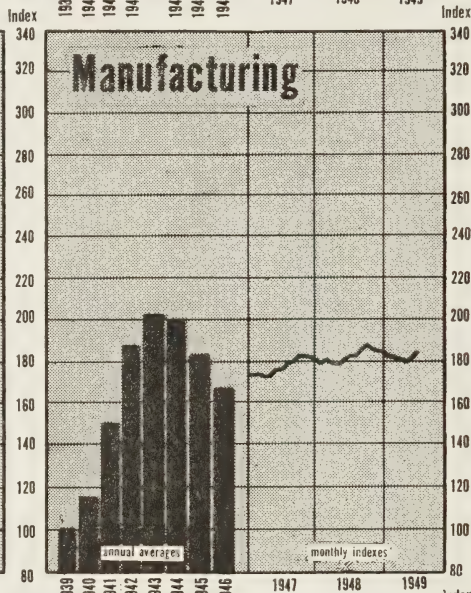
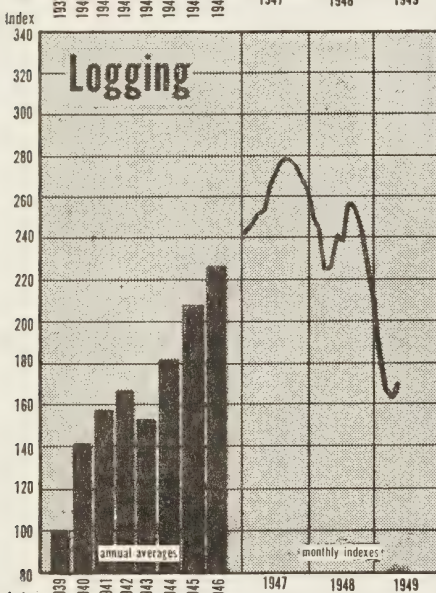
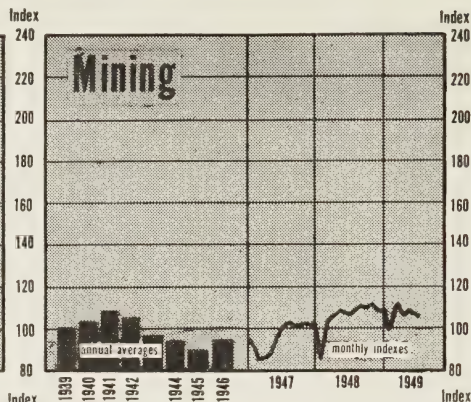
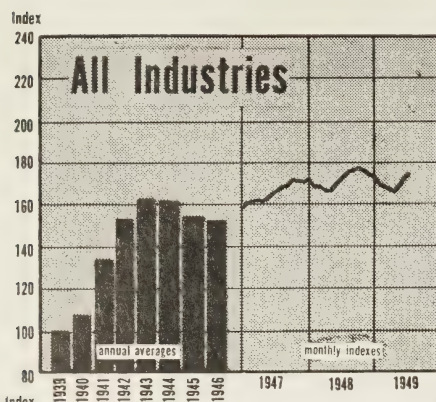
The peak of **agricultural** activity was reached during August with a better balance between labour demand and supply than at any time for nearly a decade. Requirements for harvesting operations varied by region and type of crop but no serious labour shortages were reported in any region.

By the end of the month, grain harvesting in the Prairies, as well as in Eastern Canada, was generally completed. Requests for farm help were consequently dropping sharply and labour requirements were chiefly for fruit and vegetable crops. In British Columbia and the Maritimes, where this type of crop was relatively more important, the need for this type of worker was especially heavy. In southern Ontario, the fruit and tobacco harvests were in progress and, in other sections in the East,

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939=100

Seasonally Adjusted



many farmers were engaged in blueberry picking as both the price and crop were good.

Organized movements of farm workers and other supplementary additions to the labour force were less prominent this year as local and transient help generally filled requirements. Several important movements were planned or in progress, however. Immigrants for farm work continued to enter Canada and, in the first six months of 1949, over 11,000 persons arrived in the country.

About 800 men had been sent to the West from Ontario and Quebec. Requirements were smaller this year due to increased mechanization and a greater supply of western farm labour. A surplus of applicants for this work was reported from several centres. Many farm workers in drought areas in the Prairies were moving into districts where the crops were better for harvest work. Wages for farm hands in the West were usually about \$6 to \$9 per day with \$8 to \$12 for combine men.

Logging activity during the month of August was confined chiefly to the west coast and, on the whole, job openings in this section of the industry were few in number. There was no critical labour shortage anywhere in the region and a surplus of logging skills was reported in many areas.

There had been a decided drop in demand for various grades of wood pulp which resulted in the closing of several pulp mills and reduced operations in others. This had decreased employment among logging operators whose cut was taken by these firms. Improvement in the rayon market in the United States will result in the re-opening of two large plants in September, however. In the northern interior, wet weather in the Prince George district had cut production by about 20 per cent, with a consequent reduction in employment. Demands for logging labour in the Prince Rupert area were also light. Small requirements were reported from the Queen Charlotte islands area.

A reduction of about 30 per cent in the logging cut in the East was expected in the coming season. Logging companies operating in the summer were able to obtain all the woodsmen they required. Applicants were now being screened more selectively and loggers employed were of a better class than those of the past few years.

Employment in the **manufacturing** industries remained relatively stable this summer, although a slight decline from last year's level was forecast for the latter part of the year. Divergent trends were

currently apparent within the industry with some sectors expanding while lay-offs occurred in other plants.

Industrial expansion held up remarkably well in 1949 although the number of new manufacturing jobs from this source was below the record level of 1948. In value, this investment was expected to be well over one-half billion dollars. Heavy investment in the secondary petroleum industry had been an important factor in maintaining investment levels as large new plants were being built in British Columbia and Quebec, as well as in the Prairies.

Lay-offs were reported from a number of manufacturing industries during August. In Quebec, these included primary textile, rubber and aluminum plants. Over-production had reduced employment generally throughout the secondary forestry industries on the west coast and, in Ontario, workers had been released from agricultural implements factories and non-ferrous metal plants.

Construction activity and employment continued at record levels this season. It was estimated that over 350,000 workers were employed in on-site operations in building, highway and railway construction work across Canada.

The general shortage of construction workers which occurred in 1948 did not develop this year. Spot shortages of skilled men were reported in some areas in Ontario, while in others tradesmen were in good supply. British Columbia reported a sizeable surplus of construction skills at several points which was difficult to reduce because of the lack of mobility on the part of the applicants. The demand for construction labourers in the Prairies was not expected to be met until the harvest was over.

This high volume of construction activity was expected to be well maintained for the remainder of the year. Contracts awarded, which usually antedate the completed project by at least six months, were still above those for 1948. In the first eight months of 1949, contracts awarded totalled \$709 million, 7 per cent over the same period last year.

Continuing labour shortages among **service** workers were indicated in almost all reports received from National Employment Service local offices. These shortages increased during the summer with the demands of the summer resorts and tourist trades which drew heavily on such occupational groups.

The principal occupations in which demand was currently in excess of supply were domestic work, waitress and kitchen jobs, laundry and hotel work and similar occupations in which women workers predominate. Local shortages of workers

occurred in certain other occupations such as first class mechanics and service station attendants, spotters, finishers and pressers and some types of casual work. Although there was a surplus of female applicants over unfilled vacancies registered with the National Employment Service at the beginning of August, the majority of these were not willing to accept work or wages offered in service jobs. Over 13,000 applicants were registered as clerical and office workers, 10,000 as unskilled and another 6,000 in sales occupations; in the service trades some 6,400 were registered.

The domestic help situation had been somewhat eased by the immigration of Displaced Persons. In the first eight months of 1949, the total number entering domestic work from this source was 9,400; the quota has been set at 13,500.

Regional Analysis

Seasonal industries in the *Maritime* region were in operation during August but adverse conditions in a few areas brought about an increase in unplaced applicants at employment offices. In Newfoundland, especially, market difficulties in the logging industry were causing unemployment. Farm labour demand was light and easily filled with harvesting progressing well and crops good.

Sawmills were working at capacity to finish last winter's lumber cut. Because of market conditions, lumber operators were expecting a sharp reduction in their cut during the coming fall and winter. Pulpwood cutting operations also were expected to be curtailed. In Newfoundland, the paper companies had large stockpiles and the sulphite pulp market was weak; newsprint requirements, however, were expected to create a steady demand for logs. In New Brunswick, some operators were expecting to start cutting early, and were planning to complete operations before Christmas.

Fish catches were good on the whole during August, and processing plants were working at capacity in most areas. Newfoundland reported excellent catches of cod in some districts but poor catches in others. The lobster season was over in Newfoundland but in full swing in New Brunswick; markets and prices were good.

Employment in the *Quebec* region during August was adversely affected by several developments and the number of unplaced applicants increased, contrary to the usual seasonal trend. Sustained hot weather and drought caused considerable damage to crops as well as extensive brush and forest fires.

Manufacturing industries were still adjusting to curtailed export markets. Both layoffs and shorter work-weeks were reported as production schedules were reduced to fit market conditions. Newsprint operations continued at near capacity but indications of production cutbacks were beginning to appear. Shoe factories reported an improvement in orders, but were still working below capacity. Clothing firms were busy, but primary textiles were working part-time in many plants, owing to both seasonal and market influences.

Construction activity remained at a high level, and no slackening was expected until late fall. Skilled tradesmen were scarce, although labourers were plentiful. Residential now exceeded industrial construction; apartment building, which ranged from the small unit to the million dollar project, was particularly active.

Farm labour needs were decidedly fewer than usual because of the drought. The movement of farm workers to the western harvest was proceeding well; three hundred men had been sent by the end of August. The yearly movement of potato pickers to Maine was being organized, but the quota was below last year's requirements.

Seasonal activity in the *Ontario* region was well sustained during August, and the general employment situation was very satisfactory. A heavy volume of construction work stimulated hiring, and manufacturing industries showed revived activity after the holiday period.

Grain harvesting was largely completed during the month. Demands for harvesters varied from area to area, since drought conditions had affected crops in some districts. The Farm Commando Service supplied harvesters to areas where help was needed, and all urgent farm labour requirements were met. The hot dry weather produced good crops of fruit and vegetables, which not only stimulated demand for pickers, but also meant a high level of employment in food processing and canning plants.

Since the holiday period, there had been a definite pickup in industrial employment. Several industries which had been obliged to adjust production schedules downward to meet a lower demand, reported an improvement in market conditions which enabled a minor expansion of operations. Pulp and paper, and iron and steel industries were in this group. Newsprint companies and sawmills were working at capacity. The automobile industry was in full production. On the other hand, agricultural implement production was being cut further as seasonality returned to the industry.

Employment conditions in the **Prairie** region were very buoyant during August. Harvesting activity boosted employment in all provinces. The construction program continued unabated, with heavy demands for skilled tradesmen. The logging and meatpacking industries were making preparations for fall operations.

Harvesting was almost completed in Manitoba and was progressing well in Saskatchewan and Alberta. Demands for harvest help were being satisfactorily met throughout the region. In Manitoba, eastern harvesters arrived to ease the labour supply situation and many of these would continue to follow the harvest west. Saskatchewan and Alberta reported that the supply of harvesters was keeping ahead of demand, owing to the influx of transient workers from the east and from other sections of the Prairies where crops were poor. The sugar beet crop in Alberta was expected to be the best to date and harvesting near the end of September was expected to employ many of the workers now working on the grain crop.

Construction was active in most areas. Residential construction exceeded the 1948 level in some districts, and fell below last year's level in others. Skilled workmen in all trades were in great demand but any shortages of tradesmen usually were overcome by clearance of orders through the Employment Service. Unskilled labourers were absorbed in public works projects or found employment in harvesting. Labour turnover was markedly less than in 1948. The winter level of construction activity, however, was expected to be lower this year since building costs in cold weather are high, and buyers are showing greater resistance.

Employment in the **Pacific** region levelled off near the seasonal peak during August. Construction was the only industry showing any great activity. Trowel tradesmen were scarce but most other skilled tradesmen were available. Labour-management negotiations were under way in many industries and operators were delaying production plans until agreements were reached.

Labour demand in logging remained about average. Some smaller camps were closing because of poor markets for cedar and hemlock, but no serious change occurred in the industry as a whole. In the Prince George area, however, unfavourable weather temporarily forced a 20 per cent reduction in both logging and sawmill operations. Small sawmills were starting to feel the pinch of lower prices and reduced demand; some were cutting production or working

part-time. Generally the portable operators or those with less modern facilities were most affected.

Plywood plants were curtailing operations because of poor market conditions. The shingle market, on the other hand, was fairly brisk and all mills operated at normal capacity. Conditions remained stable in the pulp and paper industry. The re-opening of plants at Woodfibre and Port Alice was tentatively scheduled for late in September.

Employment Service Activities

During August, the National Employment Service played a vital role in securing the needed workers for farm and other seasonal jobs. During the war and early post-war years, extensive recruiting programs and large-scale movements of workers including immigration were necessary to meet the needs of agriculture, and the Employment Service undertook much of this work in co-operation with other interested agencies. This year local labour supplies have been built up to a considerable extent and recruiting no longer presented the same problem. Transients from all parts of Canada registered with employment offices in the Prairies for harvesting jobs. Thus the organized movement of workers from Quebec and Ontario was smaller, about 800 to the end of August as against 2,100 for the entire movement last year. Farmers have been able to hire more selectively this year and in some cases help was expected to qualify in handling power machinery.

Similarly in the harvesting of fruit and vegetable crops, particularly potatoes in the Maritimes, it appeared that local labour along with available "floaters" would provide ample manpower. Organized movements of workers for this work have been, and will continue to be, much smaller than last year, including those to the United States. However, spot labour shortages had developed in some areas of southern Ontario and the Farm Commando Service which began the wartime practice of hiring city workers on week-ends and holidays, was again in operation.

The situation in agriculture was typical of the present state of the labour market. Employers' needs were being met in most cases more satisfactorily than at any time in the past seven years, although a few spot shortages had developed in occupations such as auto mechanics, stenography, domestic work, sales jobs on a commission basis, and various skilled trades. Among other ways, employment offices endeavoured to find the required help through clearance and continued immigration of Displaced Persons.

The increased labour supply had, of course, brought about a substantial rise in registrations for work at employment offices but the labour market was active and unemployment of any degree only existed in a few localized areas. The average length of time during which unemployment insurance claims were on file was actually shorter than in 1948.

The strength of current hiring activity arose largely from seasonal operations. Replacements for students returning to school and renewed hiring following holidays created additional openings during August. The broader selection of applicants, however, had made it much more difficult for the unskilled, the untrained and the inefficient to secure employment this

year. At the end of August, some 137,000 persons had applications for work on file at employment offices. A considerable number of those registered were seeking unemployment insurance compensation for working part-time.

With nearly all the large 1949 graduating class of universities placed in jobs, steps were now being taken to smooth the way for absorption of the record number of graduates expected in 1950. Executive and Professional offices will again direct the campaign to find suitable jobs. This year it is hoped that, along with the larger businesses and the government, the small and medium-sized firms will offer a considerable number of opportunities for university graduates.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index advanced from 162.1 to 162.8 between July 2 and August 1, 1949. As during the preceding month, the increase was mainly attributable to higher prices for foods. The index for this series rose 2.0 points to 209.2 reflecting substantially higher prices for eggs, coupled with small advances for pork products. These increases overweighted other foods which were mainly unchanged to lower. The fuel and light index moved from 129.1 to 129.5 due to scattered increases in central Canada for coal and coke. Higher transportation costs at a few centres resulted in a rise of 0.4 points to 128.9 for the miscellaneous index. Two groups were lower; the clothing index declined 0.1 points to 183.2 and the home furnishings and services the same amount to 167.4. The rent index remained unchanged at 123.4.

From August, 1939, to August, 1949, the increase in the cost-of-living index was 61.5 per cent.

Cost of Living in Eight Cities

Cost-of-living indexes were higher for seven of the eight regional centres between July 2 and August 1, 1949. Edmonton recorded a decline of 0.1 to 158.3. As in the previous month, higher food prices continued to dominate index movements. Fuel and light were slightly higher at Toronto; clothing indexes were mainly mixed while home furnishings and service were generally lower. An increase in the miscellaneous items index at Vancouver reflected an increase in street-car fares.

Composite city index increases between July 2 and August 1 were as follows: Halifax, 1.6 to 157.2; Saint John 1.2 to 159.7; Winnipeg, 0.9 to 157.9; Toronto 0.7 to 158.5; Vancouver 0.6 to 164.2; Saskatoon, 0.3 to 163.8; Montreal 0.2 to 166.1.

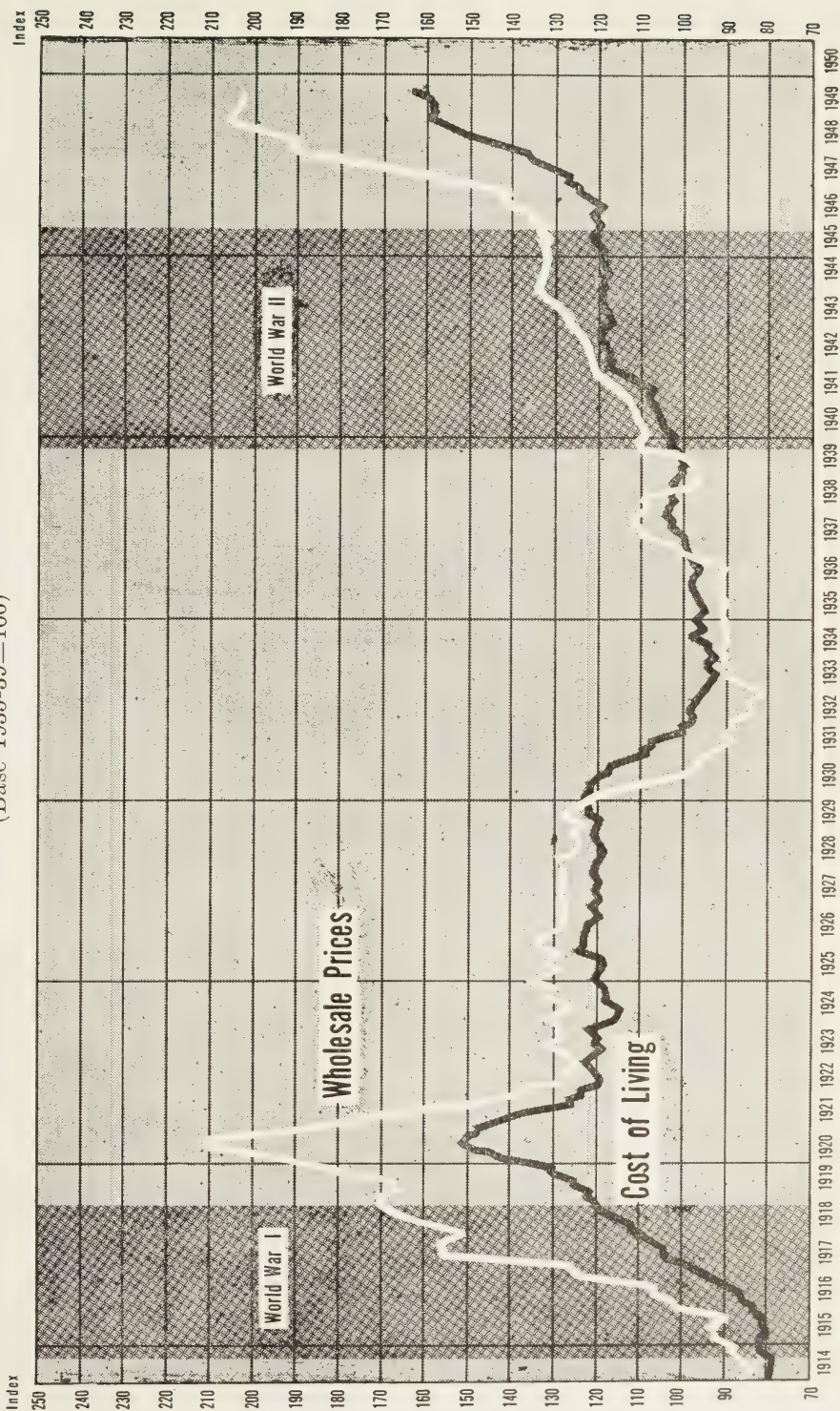
Wholesale Prices, July, 1949

The general index of wholesale prices rose 0.3 to 156.6 between June and July, 1949. Three of the eight major groups moved higher in the same interval, led by a gain of 4.0 to 129.6 for non-ferrous metals. Lead and copper prices were firmer in this group and outweighed declines for zinc, tin and antimony. Vegetable products rose 1.8 to 144.1 supported by higher quotations for potatoes, pepper, fresh fruits and onions. Cocoa products and Ontario wheat moved lower. Strength in petroleum product prices and anthracite coal outweighed a decrease in coke to advance non-metallic minerals 0.3 to 134.2. Five groups worked lower. Wood, wood products and pepper dropped 1.7 to 184.5 when decreases in wood pulp, cedar shingles and cedar shiplap overbalanced an advance in fir shiplap. A decline of 1.4 to 171.4 for iron and its products was due to lower quotations for iron and steel scrap and galvanized steel sheets. Price recessions for woollen cloth, cotton yarns and jute bags outweighed a narrow advance in raw wool to lower fibres, textiles and textile products 0.8 to 161.2, while animal products receded 0.4 to 169.2 when easier quotations for livestock, fresh meat, fowl and lard overbalanced strength in ham, bacon and eggs. Chemicals and allied products eased 0.1 to

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



121.9 when recessions in tartaric acid, copper sulphate, zinc oxide and shellac outweighed stronger quotations for red and white lead and litharge.

Canadian farm product prices at wholesale rose 1.3 points to 150.9 between June and July. Higher prices for field products were responsible and an index for this

series rose 2.2 points to 130.7, reflecting firmer quotations for potatoes, hay and onions. These outweighed a decrease in Ontario winter wheat. During the same interval animal products receded 0.2 to 184.6 due to lower prices for livestock and fowl which overbalanced strength in eggs, hides and skins and raw wool.

STRIKES AND LOCKOUTS*

Canada, August, 1949

The number of disputes between workers and employers which resulted in strikes and lockouts was little changed from the previous month but the number of workers involved and the resulting time loss both declined, the time loss being the lowest recorded for any August since 1941. More than half the time loss during the month was caused by one work stoppage of lithographers in various centres in Ontario and Quebec. Preliminary figures for August, 1949, show 19 strikes and lockouts, with 4,541 workers involved and a time loss of 35,451 man-working days, as compared with 18 strikes and lockouts in July, 1949, involving 12,501 workers, with a time loss of 57,744 days. In August, 1948, there were 31 strikes, with 7,617 workers involved and a loss of 110,625 days.

For the first eight months of this year preliminary figures show 87 strikes and lockouts, involving 29,427 workers, with a time loss of 765,086 man-working days. For the similar period in 1948 there were 108 strikes, with 29,718 workers involved and a time loss of 646,671 days.

Based on the number of wage and salary workers in Canada, the time lost in August, 1949, amounted to 0.04 per cent of the estimated working time, as compared with

0.07 per cent in July, 1949; 0.14 per cent in August, 1948; 0.12 per cent for the first eight months of 1949; and 0.10 per cent for the first eight months of 1948.

Of the 19 strikes recorded for August, three were settled in favour of the workers, one in favour of the employer, two were compromise settlements and two were indefinite in result, work being resumed pending final settlement. At the end of the month 11 strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; seamen, Great Lakes and St. Lawrence River, June 6, 1948; and optical lens factory workers at Edmonton, Alta., April 9, 1949.

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* See Tables G-1 and G-2.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as is possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in June, 1949, was 144 and 14 were still in

progress from the previous month, making a total of 158 during the month. In all stoppages of work in progress in the period there were 47,000 workers involved and a time loss of 190,000 working days was caused.

Of the 144 disputes leading to stoppages of work which began in June, 10, directly involving 1,500 workers, arose out of demands for advances in wages, and 58, directly involving 8,200 workers, on other wage questions; three directly involving 800 workers, on questions as to working hours; 25, directly involving 5,900 workers, on questions respecting the employment of particular classes or persons; 44, directly involving 5,900 workers, on other questions respecting working arrangements; and two directly involving 300 workers, on questions of trade union principle. Two stoppages, directly involving 7,400 workers in

June, were in support of workers involved in other disputes (including an inter-union dispute in Canada).

Australia

Figures for the third quarter of 1948, show 367 industrial disputes with 68,357 workers directly involved, and a time loss, for workers directly and indirectly involved, of 168,832, man-working days.

United States

Preliminary figures for July, 1949, show 300 strikes and lockouts beginning in the month, in which 110,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,100,000 man-days. Corresponding figures for June, 1949, are 375 strikes and lockouts, involving 575,000 workers, with a time loss of 4,600,000 days.

SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

Accident Prevention

1. NATIONAL SAFETY CONGRESS, CHICAGO, 1948. *Proceedings*. Chicago, National Safety Council, 1948. 34 Pamphlets.

No.

- 1—*Transactions*. Pp. 63.
- 2—*Current Topics in Industrial Safety*. Pp. 107.
- 3—*Current Safety Topics in the Aircraft Manufacturing industry*. Pp. 22.
- 4—*Current Safety Topics in the Air Transport industry*. Pp. 15.
- 5—*Current Safety Topics in the Automotive and Machine Shop industries*. Pp. 23.
- 6—*Current Safety in Topics in the Cement and Quarry industries*. Pp. 18.

- 7—*Current Safety Topics in the Chemical industries*. Pp. 31.
- 8—*Current Safety Topics in the Coal Mining industry*. Pp. 47.
- 9—*Current Safety Topics in the Motor Transportation industry*. Pp. 39.
- 10—*Current Safety Topics in the Construction industry*. Pp. 15.
- 11—*Current Safety Topics in the Electrical Equipment industry*. Pp. 15.
- 12—*Current Safety Topics in the Food industry*. Pp. 31.
- 13—*Current Safety Topics in the Glass and Ceramics industry*. Pp. 19.
- 14—*Current Safety Topics in the Industrial Nursing*. Pp. 18.
- 15—*Current Safety Topics in the Maritime industries*. Pp. 35.
- 16—*Current Safety Topics in the Meat Packing, Tanning and Leather industries*. Pp. 19.
- 17—*Current Safety Topics in the Metals industry*. Pp. 31.
- 18—*Current Safety Topics in the Mining industry*. Pp. 55.
- 19—*Current Safety Topics in the Petroleum industry*. Pp. 47.
- 20—*Current Safety Topics in Power Press Operations*. Pp. 15.

*List No. 19.

NATIONAL SAFETY CONGRESS—Conc.

- 21—*Current Safety Topics in the Printing and Publishing industry.* Pp. 21.
- 22—*Current Safety Topics in Public Employment.* Pp. 18.
- 23—*Current Safety Topics in the Public Utilities industries.* Pp. 27.
- 24—*Current Safety Topics in the Pulp and Paper industry.* Pp. 51.
- 25—*Current Safety Topics in the Railroad industry.* Pp. 51.
- 26—*Current Safety Topics in the Rubber industry.* Pp. 15.
- 27—*Current Safety Topics in the Textile industry.* Pp. 31.
- 28—*Current Topics in Traffic Safety.* Pp. 163.
- 29—*Current Safety Topics in the Transit industry.* Pp. 43.
- 30—*Current Safety Topics in the Wood Products industries.* Pp. 11.
- 31—*Current Topics in Farm Safety.* Pp. 19.
- 32—*Current Topics in Home Safety.* Pp. 22.
- 33—*Current Topics in School and College Safety.* Pp. 87.
- 34—*The Human Side of Safety.* Pp. 27.

2. PRESIDENT'S CONFERENCE ON INDUSTRIAL SAFETY, WASHINGTON, D.C., 1948. *Proceedings of the Organization Sessions and Committee Reports.* Washington, G.P.O., 1949. Pp. 94.

Economic Conditions

3. COMMITTEE OF EUROPEAN ECONOMIC CO-OPERATION. *Report to the Economic Co-operation Administration on the First Annual Program, July 1, 1948-June 30, 1949.* Paris, 1949. Pp. 69.

4. COMMITTEE OF EUROPEAN ECONOMIC CO-OPERATION. *Report to the Economic Co-operation Administration on the 1949-1950 Program, July 1, 1949-June 30, 1950.* Paris, 1949. 2 vols.

5. U.S. PRESIDENT (TRUMAN 1945-) *Midyear Economic Report of The President Transmitted to the Congress, July 1949.* Washington, G.P.O., 1949. Pp. 126.

Employment

6. BRITISH INSTITUTE OF MANAGEMENT. *Labour Turnover.* London, 1948. Pp. 11.

7. CANADA. DEPARTMENT OF FISHERIES. *Employment in Canadian Fisheries.* Ottawa, 1949. Pp. 46.

8. FABRICANT, SOLOMON. *The Rising Trend of Government Employment.* New York, National Bureau of Economic Research, Inc., 1949. Pp. 30.

Employment Management

9. BRITISH ASSOCIATION FOR COMMERCIAL AND INDUSTRIAL EDUCATION. *Education, Work and Management; Report of the BACIE Annual Conference held at Ashbridge, 29th October-1st November, 1948.* London, 1949. Pp. 116.

10. CALIFORNIA INSTITUTE OF TECHNOLOGY. INDUSTRIAL RELATIONS SECTION. *Current Problems of Personnel Management; Outlines of Papers Presented at Second Series of Meetings for Representatives of Sponsors, Monday Evenings, March 18-May 27, 1946.* Pasadena, 1946. v. p.

11. CANADIAN INDUSTRIAL TRAINER'S ASSOCIATION. *The Third Annual Training Conference of Educational Directors in Industry and Commerce; Proceedings.* Montreal, 1949. Pp. 123.

12. CONFERENCE ON THE TEACHING OF LABOR ECONOMICS, 2ND, ITHACA, 1948. *Digest of Conference Discussions, August 26-31, 1948.* Ithaca, New York (State) State School of Industrial and Labor Relations, 1948. Pp. 99.

13. CONFERENCE ON THE TEACHING OF LABOR ECONOMICS. *Digest of Conference Discussions; Second Annual Conference.* Ithaca, New York (State) State School of Industrial and Labor Relations, 1948. Pp. 99.

14. INDUSTRIAL MANAGEMENT CONFERENCE. *Proceedings of the First Annual Industrial Management Conference October 23, 24, 25, 1947.* Columbia, University of Missouri, 1947. Pp. 168.

15. INDUSTRIAL MANAGEMENT CONFERENCE. *Proceedings; November 4, 5, 6, 1948.* Columbia, University of Missouri, 1948. Pp. 150.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	August	July	July	July	July	July
Labour Force—						
Civilian labour force (1).....000		5,121	5,030	4,828	†	†
Employed (1).....000		5,018	4,948	4,702	†	†
Male (1).....000		3,018	3,876	3,624	†	†
Female (1).....000		1,100	1,072	1,078	†	†
Paid workers (1).....000		3,496	3,364	3,104	†	†
Unemployed (1).....000		103	82	126	†	†
Index of employment (2).....	199.1	198.3	198.0	173.6	183.7	115.8
Unemployment in trade unions (3).....%		1.8	1.3	1.3	0.6	11.6
Immigration.....No.		10,616	11,103	9,127	814	1,974
Adult males.....No.		4,455	4,770	747	216	518
Earnings and Hours—						
Total labour income.....\$000,000		651	607	445	†	†
Per capita weekly earnings.....\$		42.93	40.50	32.25	30.97	†
Average hourly earnings.....cents		99.0	92.3	70.0	†	†
Average hours worked per week.....		41.8	42.0	42.4	†	†
Average real weekly earnings; index(3).....		104.4	101.1	97.0	†	†
National Employment Service—						
Unplaced applicants (5).....000		147.2	118.6	178.9	84.6	†
Unfilled vacancies (5).....000		43.2	56.5	120.9	248.4	†
Placements, weekly average.....000		14.5	16.2	18.0	41.6	†
Unemployment Insurance—						
Claims.....000	79.9	80.4	56.5	82.4	1.7	†
Balance in fund.....\$000,000		552.6	473.2	328.3	138.0	†
Price Indexes—						
Wholesale (6).....	155.5	156.6	152.0	109.7	100.1	72.6
Cost of living (6).....	162.8	162.1	156.9	125.1	118.8	100.8
Residential building materials (6).....	226.5	228.0	216.6	155.7	(10) 139.1	(10) 102.3
Production—						
Industrial production index (6).....		182.8	174.8	153.5	197.4	107.3
Mineral production index (6).....			127.2	98.5	114.6	126.3
Manufacturing index (6).....		190.7	182.6	161.7	215.2	103.8
Electric power.....000,000 k.w.h.		3,730	3,657	3,423	3,404	2,206
Construction—						
Contracts awarded.....\$000,000		129.3	89.8	67.7	16.2	22.1
Dwelling units, started.....000		9.1	9.7	†	†	†
Completed.....000		6.6	6.1 (8)	67.3	†	†
Under construction.....000		59.2	55.7	†	†	†
Pig iron.....000 tons		175.4	187.9	† 64.5	151.4	111.4
Steel ingots and castings.....000 tons		238.8	244.9	135.9	250.5	6.5
Inspected slaughtering, cattle.....000		115.6	96.1	123.8	78.6	64.6
Hogs.....000		223.2	256.1	256.8	480.3	217.0
Flour production.....000 bbl.		1.44	1.79	2.16	1.95	1.11
Newsprint.....000 tons		421.5	391.0	357.0	262.3	227.6
Cement, producers' shipments.....000,000 bbl.		1.5	1.4	1.4	0.9	0.7
Automobiles and trucks.....000		25.4	15.1	17.2	11.6	9.2
Gold.....000 fine oz		326.3	296.2	239.6	292.7	440.1
Copper.....000 tons		21.5	19.5	15.5	23.7	25.1
Lead.....000 tons		11.1	14.6	12.8	17.4	15.9
Nickel.....000 tons		9.6	12.2	8.1	11.7	9.8
Zinc.....000 tons		28.6	21.8	16.0	26.3	26.7
Coal.....000 tons		1,131	1,196	1,153	1,366	1,064
Distribution—						
Wholesale sales index, unadjusted (6).....		285.2	284.9	249.3	173.2	103.3
Retail sales.....\$000,000		664.3	630.3	†	†	†
Imports, excluding gold.....\$000,000		230.9	225.1	161.6	150.9	58.6
Exports, excluding gold.....\$000,000	251.7	241.3	250.9	188.7	303.6	75.8
Railways—						
Revenue freight, ton miles.....000,000		3,904	4,415	4,048	5,515	2,114
Car loadings, revenue freight.....000		294.2	308.7	269.2	268.5	188.8
Banking and Finance—						
Common stocks, index (6).....		104.2	116.3	119.1	91.0	88.7
Preferred stocks, index (6).....		138.6	147.5	157.5	117.3	100.1
Bond yields, Dominion, index (6).....		93.8	95.6	85.1	97.3	96.0
Cheques cashed, individual accounts.....\$000,000		7,017	6,736	5,547	4,406	2,377
Bank loans, current, public.....\$000,000		2,082	1,877	1,190	1,133	814
Money supply.....\$000,000		4,173	4,002	3,937 (9)	3,153 (9)	1,378
Circulating media in hands of public.....\$000,000		1,184	1,147	1,052 (9)	900 (9)	281
Deposits.....\$000,000		2,989	2,855	2,885 (9)	1,877 (9)	1,089

Note.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of June 4, 1949, Sept. 4, 1948 and August 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending June 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—ESTIMATED CIVILIAN NON-INSTITUTIONAL MANPOWER

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	June 4, 1949			March 5, 1949		
	Male	Female	Total	Male	Female	Total
TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....	4,693	4,608	9,301	4,683	4,587	9,270
A. Labour Force.....	4,005	1,116	5,121	3,907	992	4,899
1. Employed.....	3,918	1,100	5,018	3,730	970	4,700
(1) Agricultural.....	990	133	1,123	915	41	956
Operators.....	654	13	667	649	(a)	655
Paid Workers.....	139	15	154	91	(a)	94
Unpaid Workers.....	197	105	302	175	32	207
(2) Non-Agricultural.....	2,928	967	3,895	2,815	929	3,744
Paid Workers.....	2,461	881	3,342	2,351	846	3,197
Employers.....	144	(a)	151	135	(a)	141
Own Account Workers.....	306	46	352	304	45	349
Unpaid Workers.....	17	33	50	25	32	57
2. Unemployed.....	87	16	103	177	22	199
B. Not in the Labour Force.....	688	3,492	4,180	776	3,595	4,371
1. Permanently unable or too old to work.....	150	106	256	158	110	268
2. Keeping House.....	(—)	2,988	2,988	(a)	3,080	3,081
3. Going to School.....	290	296	586	338	314	652
4. Retired or Voluntarily Idle....	243	99	342	276	88	364
5. Other.....	(a)	(a)	(a)	(a)	(a)	(a)

(a) Fewer than 10,000.

TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Thousands of Persons, 14 years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	June 4, 1949	March 5, 1949	June 1, 1948	June 1, 1947
Civilian Non-Institutional Population.....	9,301	9,270	9,118	8,930
Civilian Labour Force.....	5,121	4,899	5,030	4,912
Total Employed.....	5,018	4,700	4,948	4,821
Agriculture.....	1,123	956	1,186	1,163
Forestry.....	57	113	63	(91)
Fishing and Trapping.....	29	24	25	(—)
Mining, Quarrying and Oil Wells.....	83	83	73	75
Manufacturing.....	1,315	1,269	1,261	1,325
Public Utility Operations.....	46	45	40	(—)
Construction.....	350	251	295	254
Transportation, Storage and Communications.....	273	363	370	369
Trade.....	646	637	637	(721)
Finance, Insurance and Real Estate.....	143	144	136	(—)
Service.....	853	810	862	823
Unemployed.....	103	199	82	91
Not in the Labour Force.....	4,180	4,371	4,088	4,018

TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	June 4, 1949			March 5, 1949		
	Male	Female	Total	Male	Female	Total
Agriculture.....	990	133	1,123	915	41	956
Forestry.....	57	(—)	57	112	(a)	113
Fishing and Trapping.....	29	(—)	29	24	(—)	24
Mining, Quarrying and Oil Wells.....	83	(—)	83	83	(—)	83
Manufacturing.....	1,056	259	1,315	1,026	243	1,269
Public Utility Operations.....	42	(a)	46	40	(a)	45
Construction.....	344	(a)	350	246	(a)	251
Transportation and Communications.....	327	46	373	326	42	368
Trade.....	440	206	646	438	199	637
Finance and Real Estate.....	83	60	143	85	59	144
Service.....	467	386	853	435	375	810
Total.....	3,918	1,100	5,018	3,730	970	4,700

(a) Fewer than 10,000

TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	June 4, 1949		March 5, 1949	
	Number	Per Cent	Number	Per Cent
Maritime.....	426	8.5	403	8.6
Quebec.....	1,399	27.9	1,318	28.0
Ontario.....	1,788	35.6	1,695	36.1
Prairie.....	965	19.2	883	18.8
Pacific.....	440	8.8	401	8.5
CANADA.....	5,018	100.0	4,700	100.0

**TABLE A-5.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS
BY HOURS WORKED PER WEEK**

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	June 4, 1949	March 5, 1949	June 4, 1949	March 5, 1949
0.....	.8	2.1	2.1	2.8
1-14.....	4.8	3.7	1.4	1.5
15-24.....	5.3	5.7	2.5	2.7
25-34.....	3.7	7.9	3.6	4.2
35-44.....	6.8	16.8	44.3	44.1
45-54.....	13.1	25.9	34.9	34.6
55.....	65.5	37.9	11.2	10.1
Total.....	100.0	100.0	100.0	100.0

TABLE A-6.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	June 4, 1949		March 5, 1949	
	Number	Per Cent	Number	Per Cent
Maritime.....	18	17.5	25	12.6
Quebec.....	36	34.9	67	33.7
Ontario.....	28	27.2	56	28.1
Prairie.....	11	10.7	29	14.6
Pacific.....	10	9.7	22	11.0
CANADA.....	103	100.0	199	100.0

TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-49.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
Total (7 months 1949).....	27,067	21,477	15,580	64,124
Total (7 months 1948).....	30,327	23,496	14,555	68,378

TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
Total (7 months 1949)...	1,817	11,707	33,189	12,293	5,118	64,124
Total (7 months 1948)...	2,286	12,650	34,710	11,761	6,971	68,378

TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
Total (7 months 1949)...	13,158	4,162	5,726	1,878	2,143	27,067
Total (7 months 1948)...	9,651	6,836	7,787	2,557	3,496	30,227

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

—	Agriculture, Logging, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services (including Government)	Supplementary Labour Income	TOTAL
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—January.....	46	163	23	122	108	15	477
February.....	45	165	24	125	109	15	483
March.....	44	167	25	125	110	16	487
April.....	39	168	28	126	111	15	486
May.....	41	172	31	129	112	16	500
June.....	45	173	35	133	113	16	515
July.....	49	177	38	134	115	16	530
August.....	51	179	39	135	116	17	536
September.....	54	183	40	137	117	17	548
October.....	55	187	41	138	117	17	555
November.....	58	191	39	145	116	17	567
December.....	57	189	31	141	116	17	551
1948—January.....	53	187	30	140	118	17	545
February.....	54	193	29	140	116	17	549
March.....	49	189	28	140	120	17	544
April.....	44	195	33	142	120	17	552
May.....	49	195	37	148	124	17	570
June.....	53	201	42	151	130	18	596
July.....	54	202	48	154	131	18	607
August.....	56	205	47	158	130	19	615
September.....	60	220	48	185	131	20	664
October.....	62	213	48	165	129	20	637
November.....	57	214	46	166	130	20	633
December.....	53	212	40	164	130	20	618
1949—January.....	50	211	36	158	134	19	608
February.....	49	212	34	158	131	20	605
March.....	43	213	35	159	134	20	605
April.....	39	213	38	162	134	20	607
May.....	44	209	42	165	139	20	619
June.....	52	215	45	169	141	21	643

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

SOURCE: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At July 1, 20,341 employees in the eight leading industries reported a total employment of 2,065,648 and total payrolls of \$88,677,328.

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.								
				Employment			Payrolls					
	July 1 1949	June 1 1949	July 1 1948	July 1 1949	June 1 1949	July 1 1948	July 1 1949	June 1 1949	July 1 1948			
	\$	\$	\$									
(a) PROVINCES												
Maritime Provinces.....	37.49	37.14	36.72	117.1	110.9	122.5	200.2	188.0	205.7			
Prince Edward Island.....	35.07	34.83	34.72	142.7	141.2	149.1	230.4	226.3	237.5			
Nova Scotia.....	37.52	37.13	37.30	108.2	105.1	114.9	179.2	172.1	189.9			
New Brunswick.....	37.59	37.30	36.02	130.3	119.1	133.8	235.3	213.5	231.6			
Quebec.....	40.52	40.29	38.59	125.5	123.7	126.3	212.3	208.0	203.4			
Ontario.....	44.57	43.67	41.66	127.7	125.5	127.0	210.0	202.2	195.0			
Prairie Provinces.....	43.11	42.63	41.16	141.3	138.3	137.1	230.0	222.6	213.0			
Manitoba.....	42.72	42.34	40.76	134.4	131.3	130.8	216.8	209.9	201.0			
Saskatchewan.....	41.87	41.39	39.72	130.7	129.6	131.0	211.2	207.0	200.8			
Alberta.....	44.20	43.63	42.45	157.3	153.4	149.6	259.6	249.7	237.2			
British Columbia.....	46.52	45.67	43.01	154.6	151.7	154.0	252.4	243.1	232.6			
CANADA.....	42.93	42.32	40.48	129.9	127.4	129.7	216.2	209.0	203.5			
(b) CITIES												
Montreal.....	41.18	40.91	38.52	134.9	134.0	129.8	216.8	213.9	195.1			
Quebec City.....	34.79	34.50	33.32	122.9	121.7	122.2	207.4	203.5	192.9			
Toronto.....	44.17	43.18	41.17	133.3	131.4	129.9	219.5	211.5	199.6			
Ottawa.....	37.50	37.01	34.87	134.1	132.4	130.9	217.2	211.6	197.8			
Hamilton.....	46.92	45.98	42.46	123.1	125.7	123.3	210.1	210.3	190.4			
Windsor.....	52.33	47.44	47.72	130.0	121.3	122.5	182.8	154.6	157.0			
Winnipeg.....	39.51	38.90	37.15	136.1	133.5	132.6	211.0	203.7	192.8			
Vancouver.....	44.45	43.37	40.31	162.2	161.9	166.2	270.4	263.4	251.7			
Halifax.....	35.22	35.49	33.88	126.6	122.0	121.9	194.6	188.9	182.0			
Saint John.....	35.71	34.98	33.22	121.5	121.7	122.4	202.3	198.5	190.0			
Sherbrooke.....	34.53	34.08	31.08	115.2	117.0	116.3	191.6	192.0	173.9			
Three Rivers.....	42.66	41.17	41.05	138.6	136.4	146.1	227.9	216.4	231.1			
Brantford.....	44.28	43.25	.....	.....	.....	.....	.....	.....	.....
Kitchener—Waterloo.....	40.71	39.33	39.27	135.3	133.9	134.8	243.0	232.4	233.9			
London.....	41.23	40.44	39.17	154.1	151.3	147.0	247.4	238.3	226.3			
Port William—Port Arthur.....	45.54	44.36	43.59	79.1	78.6	87.5	135.6	131.3	143.8			
*St. Catharines.....	49.12	48.19	.....	.....	.....	.....	.....	.....	.....
Regina.....	39.02	38.03	35.83	134.5	136.9	131.0	223.0	221.3	198.1			
Saskatoon.....	37.34	36.87	34.73	153.8	151.3	157.3	261.9	254.4	248.6			
Calgary.....	42.28	41.84	39.09	147.4	146.1	139.5	246.9	242.1	214.8			
Edmonton.....	40.60	39.76	38.68	179.8	177.3	168.7	298.1	287.9	262.3			
Victoria.....	41.95	41.30	38.11	156.9	154.5	146.8	260.4	252.4	223.2			
(c) INDUSTRIES												
Manufacturing.....	44.08	43.31	41.17	123.4	122.1	123.3	209.6	203.7	195.7			
Durable Goods ¹	47.28	46.00	43.89	117.9	117.7	119.9	198.5	192.8	186.7			
Non-Durable Goods.....	40.86	40.49	38.36	126.5	124.1	125.1	219.4	213.4	204.3			
Electric Light and Power.....	48.36	48.04	45.82	170.4	165.5	154.3	262.1	252.8	223.4			
Logging.....	40.92	40.06	38.98	118.6	111.4	143.1	241.2	221.9	279.8			
Mining.....	51.32	50.06	49.33	100.5	99.2	100.8	161.4	155.4	155.7			
Communications.....	40.43	40.36	38.58	201.1	196.9	186.5	294.7	287.9	261.5			
Transportation.....	51.15	50.83	49.79	145.7	143.1	144.5	227.6	222.1	219.9			
Construction and Maintenance.....	40.78	40.16	38.78	133.0	125.0	133.5	235.6	218.0	224.9			
Services ²	27.87	27.92	25.81	153.8	147.7	153.4	258.7	248.9	239.7			
Trade.....	37.29	36.96	34.76	145.1	144.3	140.3	226.9	223.5	204.8			
Eight Leading Industries.....	42.93	42.32	40.48	129.9	127.4	129.7	216.2	209.0	203.5			
Finance.....	41.63	41.57	39.67	145.2	144.2	139.7	208.4	206.7	190.9			
Nine Leading Industries.....	42.88	42.29	40.45	130.5	128.0	130.1	215.9	208.9	203.0			

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

² Consisting almost entirely of hotels and restaurants, and laundries and dry-cleaning plants.

* Includes Welland, Thorold and Merritton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Weekly Salaries and Wages	Index Numbers of			Average Weekly Salaries and Wages
	Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Weekly Salaries and Wages	
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25-25	100-0	100-0	100-0	25-57
July 1, 1945.....	114-9	144-5	128-0	32-32	123-3	156-3	128-8	32-94
July 1, 1946.....	113-7	141-9	127-7	32-25	111-4	138-5	126-6	32-37
July 1, 1947.....	124-1	173-8	143-2	36-15	119-4	167-7	142-6	36-47
July 1, 1948.....	129-7	203-5	160-3	40-48	123-3	195-7	161-0	41-17
Aug. 1, 1948.....	131-6	207-2	161-0	40-66	122-9	196-1	162-1	41-45
Sept. 1, 1948.....	132-2	209-3	161-8	40-86	124-7	199-1	162-1	41-46
Oct. 1, 1948.....	133-1	215-7	165-5	41-80	125-0	206-3	167-6	42-85
Nov. 1, 1948.....	133-3	218-0	166-9	42-15	124-0	207-1	169-7	43-38
Dec. 1, 1948.....	133-8	219-0	167-2	42-23	123-8	208-3	171-0	43-72
Jan. 1, 1949.....	128-4	204-5	162-8	41-10	120-7	196-6	165-4	42-28
Feb. 1, 1949.....	124-8	207-6	170-0	42-92	120-6	205-3	172-7	44-17
Mar. 1, 1949.....	123-7	207-5	171-4	43-27	120-8	206-6	173-6	44-39
Apr. 1, 1949.....	122-9	206-5	171-7	43-35	120-8	207-4	174-2	44-54
May 1, 1949.....	123-8	207-3	171-0	43-19	121-0	207-1	173-8	44-43
June 1, 1949.....	127-4	209-0	167-6	43-32	122-1	203-7	169-4	43-81
July 1, 1949.....	129-9	216-2	170-0	42-93	123-4	209-6	172-4	44-08

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS (AVERAGE CALENDAR YEAR 1926=100).

(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
July 1, 1933.....	84-5	89-9	.....	.....	.....	83-0	85-0	85-0	.....	.....	.....	81-8
July 1, 1934.....	101-0	100-4	.....	.....	.....	94-1	109-9	94-1	.....	.....	.....	94-1
July 1, 1935.....	99-5	106-7	.....	.....	.....	94-8	102-7	96-3	.....	.....	.....	99-5
July 1, 1936.....	104-6	111-7	.....	.....	.....	101-6	106-2	101-9	.....	.....	.....	104-8
July 1, 1937.....	119-1	135-8	79-7	138-3	136-1	118-0	122-2	104-0	100-3	110-2	105-7	117-1
July 1, 1938.....	113-5	116-7	104-6	126-6	105-4	119-9	114-0	99-8	96-5	102-9	102-9	108-0
July 1, 1939.....	115-8	115-9	108-7	129-9	99-3	124-0	114-7	104-0	98-5	107-5	110-0	111-0
July 1, 1940.....	124-7	124-0	102-2	135-3	111-5	126-6	129-6	112-4	106-8	117-5	117-6	114-8
July 1, 1941.....	157-4	163-9	108-5	183-2	143-3	161-8	165-3	132-5	128-9	133-7	137-3	139-2
July 1, 1942.....	175-7	177-2	117-0	199-7	153-0	187-1	181-1	139-4	135-3	131-6	150-9	167-9
July 1, 1943.....	183-7	184-7	112-4	203-1	165-8	198-6	184-9	141-6	138-3	135-6	150-8	191-9
July 1, 1944.....	183-5	187-8	136-7	205-5	168-5	195-3	185-1	148-4	144-0	143-2	158-5	187-5
July 1, 1945.....	175-5	177-7	128-8	194-7	159-0	181-9	179-8	144-6	138-9	140-7	155-7	189-4
July 1, 1946.....	173-6	176-0	136-0	184-1	168-2	175-4	179-6	158-2	148-4	153-3	176-3	192-2
July 1, 1947.....	189-5	179-4	150-9	186-3	172-2	191-2	195-7	167-3	155-7	162-5	187-8	196-9
July 1, 1948.....	198-0	186-7	159-7	192-9	180-5	198-6	204-8	175-9	163-1	166-9	201-2	207-8
Aug. 1, 1948.....	200-9	193-0	161-4	196-8	183-0	206-3	203-3	179-5	165-9	169-7	206-7	212-6
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Oct. 1, 1948.....	203-3	192-8	164-6	205-7	178-0	205-8	208-3	180-8	167-3	171-1	207-5	214-8
Nov. 1, 1948.....	203-6	194-9	160-4	207-7	180-8	207-1	208-6	180-3	168-6	167-9	206-1	212-8
Dec. 1, 1948.....	204-3	197-8	156-2	209-9	184-9	207-5	210-4	180-9	169-3	167-0	207-6	206-1
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
Apr. 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	198-3	178-4	152-8	181-7	175-8	197-4	206-0	181-3	167-6	166-5	211-6	208-6
Relative Weight of Employment by Provinces and Economic Areas as at July 1, 1949.....	100-0	6-8	-2	3-8	2-8	29-0	42-2	12-2	5-4	2-3	4-5	9-8

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of employees reported in Canada by the firms making returns at the date under review.

TABLE C-4—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.					
				Employment			Payrolls		
	July 1 1949	June 1 1949	July 1 1948	July 1 1949	June 1 1949	July 1 1948	July 1 1949	June 1 1949	July 1 1948
	\$	\$	\$						
Manufacturing	44.09	43.31	41.17	123.4	122.1	123.3	209.6	203.7	195.7
Animal products—edible.....	42.31	43.03	38.99	142.8	134.7	142.7	237.8	228.0	228.1
Fur and products.....	39.12	38.74	37.12	141.6	142.0	138.9	206.9	205.6	192.8
Leather and products.....	31.76	31.38	29.15	109.6	109.1	105.2	183.7	180.8	160.8
Boots and shoes.....	30.23	30.26	27.52	112.8	112.1	104.0	192.0	190.9	161.2
Lumber and its products.....	39.18	38.16	35.45	126.5	122.6	129.2	228.9	216.0	217.2
Rough and dressed lumber.....	40.69	39.50	36.53	123.8	118.4	125.6	236.7	219.6	215.8
Furniture.....	37.68	36.94	34.46	150.9	149.9	147.5	209.3	203.8	209.9
Other lumber products.....	35.62	34.92	32.90	117.5	116.2	130.1	226.2	219.3	230.0
Plant products—edible.....	36.30	36.62	34.48	145.8	130.4	139.6	234.4	211.4	213.5
Pulp and paper products.....	49.81	49.55	47.98	142.4	140.8	145.7	239.0	235.2	234.9
Pulp and paper.....	56.54	56.16	56.18	134.0	131.7	144.8	240.0	234.3	255.3
Paper products.....	39.70	39.21	37.93	163.0	162.0	156.0	267.7	262.7	247.9
Printing and publishing.....	46.86	46.92	42.98	145.0	144.2	141.5	227.6	226.8	203.8
Rubber products.....	44.65	44.40	43.16	122.5	121.8	134.2	233.3	230.8	247.2
Textile products.....	33.51	32.74	30.58	114.4	115.9	111.8	200.2	198.2	178.7
Thread, yarn and cloth.....	36.84	35.58	32.51	109.9	110.1	112.4	214.3	209.7	193.4
Cotton yarn and cloth.....	36.13	34.21	32.32	92.1	93.6	92.1	172.4	165.9	154.9
Woolen yarn and cloth.....	36.44	34.37	31.95	103.8	105.4	110.8	211.4	202.6	198.3
Artificial silk and silk goods.....	38.06	38.30	33.19	144.8	146.8	146.7	297.3	303.3	262.7
Hosiery and knit goods.....	29.67	29.33	27.39	110.6	113.6	119.3	181.0	183.8	180.2
Garments and personal furnishings.....	31.10	30.76	29.03	127.7	128.9	113.6	205.4	205.0	171.8
Other textile products.....	36.27	35.10	33.86	93.9	94.2	93.6	168.4	163.5	153.6
Tobacco.....	41.32	39.52	35.88	113.9	113.7	111.4	262.2	250.3	232.6
Beverages.....	47.75	46.57	44.34	155.4	175.9	172.7	268.5	276.4	258.1
Chemicals and allied products.....	47.44	47.45	44.28	99.2	98.3	97.5	173.0	171.4	159.9
Clay, glass and stone products.....	44.69	44.53	41.41	149.4	147.0	145.7	271.4	266.3	245.9
Electric light and power.....	48.38	48.04	45.82	170.4	165.5	154.3	262.1	252.8	223.4
Electrical apparatus.....	47.35	46.74	43.18	165.5	167.7	165.5	294.7	293.5	265.5
Iron and steel products.....	49.54	47.80	46.26	109.5	109.7	110.7	178.2	172.3	168.1
Crude, rolled and forged products.....	52.11	53.27	48.32	143.8	143.4	146.5	202.9	208.2	191.3
Machinery (other than vehicles).....	46.50	45.30	43.45	114.7	116.1	115.2	187.1	184.4	174.9
Agricultural implements.....	49.54	48.42	46.21	198.9	203.0	206.4	364.5	363.7	360.9
Land vehicles and aircraft.....	51.75	48.87	49.23	103.3	102.5	97.7	164.5	154.3	148.1
Automobiles and parts.....	55.03	49.79	49.09	120.6	115.0	113.7	172.8	149.0	145.3
Steel shipbuilding and repairing.....	47.39	44.91	43.00	75.9	79.5	113.2	120.0	119.2	162.7
Heating appliances.....	43.40	41.75	41.33	148.5	146.1	142.7	243.8	230.7	226.0
Iron and steel fabrication (n.e.s.).....	48.64	47.26	46.06	100.1	99.5	104.3	204.6	197.5	197.3
Foundry and machine shop products.....	46.10	44.12	43.98	91.8	93.5	98.6	200.0	195.0	190.2
Other iron and steel products.....	46.35	44.75	42.13	99.2	99.1	99.1	168.1	162.1	154.1
Non-ferrous metal products.....	48.94	48.45	46.06	115.2	117.2	121.7	209.1	210.6	203.4
Non-metallic mineral products.....	53.38	54.10	49.13	122.6	121.0	124.2	223.7	223.9	210.7
Miscellaneous.....	38.26	36.80	35.35	155.1	155.4	137.0	264.6	255.1	224.6
Logging	40.92	40.06	38.98	118.6	111.4	143.1	241.2	221.9	279.8
Mining	51.32	50.06	49.33	100.5	99.2	100.8	161.4	155.4	155.7
Coal.....	47.71	44.07	48.36	95.3	95.0	97.8	178.7	164.5	184.5
Metallic ores.....	55.08	54.57	51.82	91.5	92.2	89.4	139.0	138.8	127.7
Non-metallic minerals (except coal).....	46.50	46.31	44.40	149.4	137.3	158.1	256.5	234.7	259.0
Communications	40.43	40.35	38.58	201.1	196.9	186.5	294.7	287.9	261.5
Telegraphs.....	45.52	45.23	46.22	126.6	123.2	125.0	226.1	213.7	226.8
Telephones.....	39.47	39.44	36.98	220.7	216.4	205.0	311.9	305.4	271.3
Transportation	51.15	50.83	49.79	145.7	143.1	144.5	227.6	222.1	219.9
Street railways, cartage and storage.....	45.88	45.34	43.32	157.1	155.9	153.4	247.2	242.3	228.0
Steam railway operation.....	56.45	56.70	56.30	135.2	132.4	134.7	210.7	207.2	209.3
Shipping and stevedoring.....	46.19	44.75	43.28	146.7	142.5	149.9	260.9	245.6	250.3
Construction and Maintenance	40.78	40.16	38.78	133.0	125.0	133.5	235.6	218.0	224.9
Building.....	43.23	42.85	40.04	172.4	160.2	158.5	280.7	240.0	225.1
Highway.....	36.48	35.74	34.05	113.9	109.1	128.9	215.6	202.2	227.3
Railway.....	42.29	41.45	44.08	98.6	92.3	99.2	210.4	193.1	220.4
Services (as indicated below)	27.87	27.92	25.81	153.8	147.7	153.4	258.7	248.9	239.7
Hotels and restaurants.....	25.97	26.22	24.45	161.6	152.6	163.4	277.7	262.2	264.6
Personal (chiefly laundries).....	28.83	28.39	28.54	133.0	131.3	137.0	214.4	208.4	206.2
Trade	37.29	36.96	34.76	145.1	144.3	140.3	226.9	223.5	204.8
Retail.....	34.87	34.49	32.47	141.7	141.7	138.3	226.4	223.2	205.1
Wholesale.....	43.05	43.18	40.43	157.3	154.4	149.1	227.8	224.2	204.3
Eight Leading Industries	42.93	42.32	40.48	129.9	127.4	129.7	216.2	209.0	203.5
Finance	41.63	41.57	39.67	145.2	144.2	139.7	208.4	206.7	190.9
Banks and trust companies.....	37.10	37.08	34.86	155.3	154.9	148.2	221.2	220.5	197.8
Brokerage and stock market.....	48.07	50.44	48.35	151.8	152.4	158.8	212.1	223.4	222.5
Insurance.....	47.59	47.29	45.61	131.7	129.8	127.2	195.3	191.2	181.0
Nine Leading Industries	42.88	42.29	40.45	130.5	128.0	130.1	215.9	208.9	203.0

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

Source: *The Employment Situation, D.B.S.*

Industries	July 1, 1949				June 1, 1949		July 1, 1948	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	839,412	240,622	77.7	22.3	77.6	22.4	78.2	21.8
Animal products—edible.....	31,217	8,222	79.2	20.8	79.8	20.2	80.0	20.0
Fur and products.....	2,901	1,485	66.1	33.9	65.8	34.2	63.6	36.4
Leather and products.....	19,204	12,078	61.4	38.6	61.3	38.7	62.3	37.7
Boots and shoes.....	11,779	8,733	57.4	42.6	57.4	42.6	48.8	51.2
Lumber and products.....	78,389	6,545	92.3	7.7	92.0	8.0	92.6	7.4
Rough and dressed lumber.....	49,843	2,507	95.2	4.8	95.0	5.0	95.3	4.8
Furniture.....	16,083	1,976	89.1	10.9	89.2	10.8	90.2	9.8
Other lumber products.....	12,463	2,062	85.8	14.2	85.5	14.5	86.4	13.6
Plant products—edible.....	42,722	20,943	67.1	32.9	67.0	33.0	66.3	33.7
Pulp and paper products.....	93,103	22,507	80.5	19.5	80.6	19.4	81.2	18.8
Pulp and paper.....	48,246	2,593	94.9	5.1	94.8	5.2	95.4	4.6
Paper products.....	13,395	7,630	63.7	36.3	63.9	36.1	65.6	34.4
Printing and publishing.....	31,462	12,824	71.9	28.1	72.3	27.7	71.6	28.4
Rubber products.....	15,735	5,070	75.6	24.4	76.2	23.8	73.9	26.1
Textile products.....	73,502	86,810	45.8	54.2	45.6	54.4	45.8	54.2
Thread, yarn and cloth.....	37,309	20,952	64.0	36.0	63.8	36.2	61.7	38.3
Cotton yarn and cloth.....	13,937	8,755	61.4	38.6	61.8	38.2	60.2	39.8
Woolen yarn and cloth.....	8,265	5,949	58.1	41.9	58.2	41.8	56.4	43.6
Artificial silk and silk goods.....	11,212	4,784	70.1	29.9	69.2	30.8	66.4	33.6
Hosiery and knit goods.....	8,506	15,396	35.6	64.4	35.6	64.4	35.1	64.9
Garments and personal furnishings.....	18,757	42,859	30.4	69.6	30.0	70.0	30.8	69.8
Other textile products.....	8,930	7,603	54.0	46.0	54.1	45.9	55.0	45.0
Tobacco.....	4,263	5,870	42.1	57.9	42.0	58.0	42.9	57.1
Beverages.....	19,083	2,344	89.1	10.9	88.8	12.0	88.7	11.3
Chemicals and allied products.....	33,118	10,529	75.9	24.1	76.2	23.8	77.0	23.0
Clay, glass and stone products.....	20,236	2,498	89.0	11.0	88.7	11.3	87.7	12.3
Electric light and power.....	30,854	4,236	87.9	12.1	87.8	12.2	88.2	11.8
Electrical apparatus.....	37,687	14,853	71.7	28.3	71.5	28.5	72.1	27.9
Iron and steel products.....	271,029	22,251	92.4	7.6	92.5	7.5	92.8	7.2
Crude, rolled and forged products.....	37,235	1,745	95.5	4.5	95.5	4.5	95.8	4.2
Machinery (other than vehicles).....	25,719	3,396	88.3	11.7	88.4	11.6	88.9	11.1
Agricultural implements.....	16,904	1,037	94.2	5.8	94.5	5.5	94.5	5.5
Land vehicles and aircraft.....	110,859	6,556	94.4	5.6	94.4	5.6	94.6	5.4
Automobiles and parts.....	42,349	4,884	89.7	10.3	89.3	10.7	89.8	10.2
Steel shipbuilding and repairing.....	14,484	520	96.5	3.5	96.5	3.5	97.1	2.9
Heating appliances.....	7,797	523	93.7	6.3	93.7	6.3	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,423	886	92.2	7.8	92.2	7.8	92.3	7.7
Foundry and machine shop products.....	8,374	411	95.3	4.7	95.5	4.5	95.3	4.7
Other iron and steel products.....	39,234	7,117	84.5	15.5	84.6	15.4	85.2	14.8
Non-ferrous metal products.....	40,950	6,093	87.0	13.0	86.6	13.4	86.1	13.9
Non-metallic mineral products.....	14,180	1,311	91.5	8.5	91.5	8.5	91.5	8.5
Miscellaneous.....	11,236	6,977	61.7	38.3	62.6	37.4	66.5	33.5
Logging	55,198	916	98.4	1.6	98.3	1.7	98.2	1.8
Mining	81,435	2,300	97.3	2.7	97.6	2.4	98.0	2.0
Coal.....	23,808	236	99.0	1.0	99.0	1.0	99.0	1.0
Metallic ores.....	42,818	865	98.0	2.0	98.0	2.0	98.1	1.9
Non-metallic minerals (except coal).....	14,809	1,199	92.5	7.5	94.2	5.8	96.1	3.9
Communications	25,325	27,768	47.7	52.3	47.5	52.5	47.2	52.8
Telegraphs.....	7,033	1,586	81.6	18.4	81.4	18.6	80.1	19.9
Telephones.....	17,195	25,796	40.0	60.0	39.9	60.1	39.7	60.3
Transportation	186,010	11,498	93.9	6.1	94.0	6.0	93.9	6.1
Street railways, cartage and storage.....	58,109	4,315	93.1	6.9	93.2	6.8	93.1	6.9
Steam railway operation.....	87,173	5,422	94.1	5.9	94.1	5.9	93.9	6.1
Shipping and stevedoring.....	30,728	1,761	94.6	5.4	95.5	4.5	95.4	4.6
Construction and Maintenance	241,013	4,671	98.1	1.9	98.1	1.9	98.1	1.9
Building.....	116,645	3,064	97.4	2.6	97.3	2.7	97.4	2.6
Highway.....	81,824	1,488	98.2	1.8	98.3	1.7	98.2	1.8
Railway.....	42,544	119	99.7	0.3	99.7	0.3	99.7	0.3
Services (as specified below)	35,431	37,650	48.5	51.5	48.6	51.4	48.2	51.8
Hotels and restaurants.....	24,179	23,869	50.3	49.7	50.7	49.3	50.6	49.4
Personal (chiefly laundries).....	7,968	12,717	38.5	61.5	38.4	61.6	43.3	56.7
Trade	176,880	109,459	61.8	38.2	61.6	38.4	60.8	39.2
Retail.....	113,792	90,423	55.7	44.3	55.6	44.4	54.0	46.0
Wholesale.....	63,088	19,066	76.8	23.2	76.9	23.1	77.3	22.7
Eight Leading Industries	1,630,704	434,944	78.9	21.1	78.8	21.2	79.3	20.7
Finance	47,151	41,979	52.9	47.1	52.9	47.1	53.4	46.6
Banks and trust companies.....	25,132	25,683	49.5	50.5	49.4	50.6	50.0	50.0
Brokerage and stock market operations.....	2,286	1,239	64.9	35.1	64.8	35.2	65.7	34.3
Insurance.....	19,733	15,057	56.7	43.3	56.8	43.2	57.0	43.0
All Industries	1,677,855	476,923	77.9	22.1	77.7	22.3	78.3	21.7

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
July 1, 1945.....	44.3	45.0	43.3	70.1	77.0	61.2
July 1, 1946.....	42.4	42.8	42.1	70.0	75.7	64.1
July 1, 1947.....	42.0	42.5	41.6	80.8	86.8	74.7
July 1, 1948.....	42.0	42.3	41.6	92.3	99.2	85.2
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Sept. 1, 1948.....	41.7	42.0	41.5	93.4	100.9	85.8
Oct. 1, 1949.....	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.0	106.6	91.2

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
July 1, 1945.....	32.91	31.05	36.02	34.65	29.33	26.50
July 1, 1946.....	32.21	29.68	34.39	32.40	30.23	26.99
July 1, 1947.....	36.34	33.94	38.71	36.89	34.18	31.08
July 1, 1948.....	41.03	38.77	43.89	41.96	38.36	35.44
Aug. 1, 1948.....	41.32	39.03	44.00	41.92	38.83	36.04
Sept. 1, 1948.....	41.33	38.95	44.44	42.38	38.46	35.61
Oct. 1, 1948.....	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948.....	43.59	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.94	41.38	47.28	45.20	40.86	37.57

¹ Exclusive of electric light and power. * See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	July 1, 1949	June 1, 1949	July 1, 1948	July 1, 1949	June 1, 1949	July 1, 1948
Nova Scotia.....	43.1	43.3	43.9	88.1	92.6	85.0
New Brunswick.....	44.4	43.1	45.4	88.4	88.1	83.8
Quebec.....	42.1	41.8	42.8	80.7	90.1	84.4
Ontario.....	41.8	40.3	41.7	103.2	103.7	96.3
Manitoba.....	42.6	41.2	42.7	95.6	96.5	90.8
Saskatchewan.....	42.7	43.3	42.0	100.4	100.9	92.1
Alberta.....	42.4	41.4	42.7	100.3	100.6	92.1
British Columbia.....	38.4	37.4	37.8	118.4	118.5	108.9
Montreal.....	40.8	40.4	41.4	105.7	102.7	95.6
Toronto.....	40.6	39.2	40.7	112.5	112.5	102.8
Hamilton.....	41.4	40.6	41.1	112.5	112.5	102.8
Winnipeg.....	42.2	40.7	42.3	94.6	95.4	90.0
Vancouver.....	37.8	36.7	37.5	116.9	116.9	106.3

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours Per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	July 1, 1949	June 1, 1949	July 1, 1948	July 1, 1949	June 1, 1949	July 1, 1948	July 1, 1949	June 1, 1949	July 1, 1948
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Manufacturing.....	41-8	40-8	42-0	99-0	99-1	92-3	41.38	40.43	38.77
*Durable manufactured goods.....	42-4	41-1	42-3	106-6	106-5	99-2	45.20	43.77	41.96
Non-durable manufactured goods.....	41-2	40-5	41-6	91-2	91-5	85-2	37.57	37.06	35.44
Animal products—edible.....	43-3	43-7	43-7	93-0	94-2	84-7	40-27	41-17	37-01
Dairy products.....	47-7	46-8	48-1	74-0	74-2	72-6	35.30	34.73	34.92
Meat products.....	43-4	43-6	42-5	104-3	104-8	94-5	45.27	45.69	40.16
Leather products.....	38-4	38-1	37-2	75-4	75-2	71-1	28.95	28.65	26.45
Leather boots and shoes.....	37-6	38-1	36-6	72-6	72-5	67-8	27.30	27.62	24.81
*Lumber products.....	41-5	40-0	41-0	90-2	90-2	82-1	37.43	36.08	33.66
Rough and dressed lumber.....	41-7	40-0	40-5	94-3	94-4	85-7	39.32	37.76	34.71
Containers.....	42-5	40-7	42-5	79-8	79-7	73-8	33.92	32.44	31.37
Furniture.....	40-8	39-9	41-3	86-4	86-4	78-8	35.25	34.47	32.54
*Musical instruments.....	42-8	42-6	43-1	84-6	83-1	77-7	36.21	35.40	33.49
Plant products—edible.....	41-4	40-8	41-9	76-8	77-8	72-4	31.80	31.74	30.34
Flour and other milled products.....	45-6	42-5	45-2	94-2	94-5	86-8	42.96	40.16	39.23
Fruit and vegetable preserving.....	37-5	36-0	37-3	71-1	74-8	68-3	26.66	26.93	25.48
Bread and bakery products.....	44-2	44-4	43-9	78-2	77-7	72-7	32.56	34.50	31.92
Chocolate and cocoa products.....	40-2	38-8	40-3	68-7	67-7	64-1	27.62	26.27	25.83
Pulp and paper products.....	44-6	44-3	45-6	108-5	108-5	102-9	48.39	48.07	46.92
Pulp and paper.....	47-7	47-5	49-4	113-0	113-0	110-2	54.14	53.68	54.44
Paper products.....	41-9	41-2	42-7	84-8	84-2	80-8	35.53	34.69	34.50
Printing and publishing.....	40-8	40-6	40-5	113-8	114-9	102-2	46.43	46.65	41.39
Rubber products.....	39-9	38-8	41-1	105-5	107-7	99-8	42.09	41.79	41.02
Textiles—all branches.....	38-3	37-5	38-7	79-9	79-9	72-3	30.60	29.93	27.98
Thread, yarn and cloth.....	40-9	39-6	41-0	84-1	84-1	73-7	34.40	33.30	30.22
Cotton yarn and cloth.....	40-4	38-1	41-2	84-9	85-3	73-9	34.30	32.50	30.45
Woolen yarn and cloth.....	41-9	39-7	41-1	80-4	80-3	72-5	33.69	31.88	29.80
Silk and artificial silk goods.....	40-8	41-7	40-6	86-4	85-4	74-8	35.25	35.61	30.37
Hosiery and knit goods.....	39-9	36-8	38-3	73-9	73-9	67-7	27.27	27.20	25.93
Garments and personal furnishings.....	35-4	34-8	35-3	76-3	76-1	71-3	27.21	26.48	25.17
Tobacco.....	43-1	40-9	40-9	87-1	86-7	80-9	37.54	35.46	33.09
Beverages.....	43-5	41-9	43-5	98-5	98-0	90-8	42.85	41.06	39.50
Distilled and malt liquor.....	42-0	40-7	42-8	105-6	104-3	95-9	44.35	42.45	41.05
Chemicals and allied products.....	43-2	43-3	43-2	99-0	98-8	92-2	42.77	42.78	39.33
Drugs and medicines.....	41-0	39-0	41-1	82-4	82-5	76-6	33.78	32.18	31.43
*Clay, glass and stone products.....	43-9	43-8	44-1	97-6	97-2	90-3	42.85	42.57	39.82
Glass products.....	43-8	44-5	43-0	93-1	91-8	85-6	40.78	40.85	36.81
Lime, gypsum and cement products.....	45-7	45-6	45-6	98-2	96-4	90-5	44.88	43.96	41.27
Electrical apparatus.....	40-2	39-5	40-4	110-1	109-5	99-6	44.26	43.37	40.24
Heavy electrical apparatus ¹	42-1	41-9	42-5	120-4	120-0	109-5	50.60	50.28	45.26
*Iron and steel products.....	42-9	41-2	42-7	111-7	111-4	104-6	47.92	45.90	44.66
Crude, rolled and forged products.....	43-9	44-0	43-2	115-2	118-3	109-2	50.57	52.05	47.17
Primary iron and steel.....	44-7	44-4	43-0	116-7	120-6	111-6	52.16	53.55	47.99
Machinery (other than vehicles).....	42-1	40-7	43-3	104-1	104-0	95-2	43.83	42.33	41.22
Agricultural implements.....	42-1	41-0	41-6	114-8	114-8	108-9	48.33	47.07	45.30
Land vehicles and aircraft.....	43-7	41-0	43-2	116-5	115-2	110-6	50.91	47.23	47.78
Railway rolling stock.....	44-6	42-8	45-1	112-1	112-2	110-2	50.00	48.02	49.70
Automobiles and parts.....	42-8	38-2	41-1	124-2	122-0	113-5	53.16	46.60	46.65
Aeroplanes and parts.....	44-0	43-9	44-5	103-8	103-8	97-9	45.67	45.57	43.57
Steel shipbuilding and repairing.....	41-0	40-1	41-3	112-1	108-4	102-4	45.96	43.47	42.29
Iron and steel fabrications n.e.s.....	42-3	40-1	42-1	106-0	106-0	100-1	44.84	42.51	42.14
Hardware, tools and cutlery.....	42-4	41-1	41-6	97-0	97-3	90-9	41.81	39.99	37.81
Foundry and machine shop products.....	40-3	39-0	42-5	108-7	108-5	101-2	43.82	42.32	43.01
Sheet metal work.....	42-8	40-4	41-2	101-1	100-0	92-9	43.27	40.40	38.27
*Non-ferrous metal products.....	42-3	42-7	43-3	106-8	106-5	100-6	45.18	45.48	43.56
Smelting and refining.....	44-7	45-2	.....	115-4	114-5	.....	51.58	51.75	.....
Aluminum and its products.....	38-1	41-0	.....	98-0	96-9	.....	37.34	39.73	.....
Brass and copper manufacturing.....	40-7	40-6	41-7	104-0	104-8	96-5	42.33	42.55	40.24
Non-metallic mineral products.....	41-8	41-8	42-3	118-0	117-9	106-3	49.32	49.28	44.96
Petroleum and its products.....	40-8	41-1	41-0	126-0	126-1	112-8	51.41	52.83	46.25
Miscellaneous manufactured products.....	40-6	39-1	40-7	86-4	85-9	80-9	35.08	33.59	32.93
Mining.....	42-7	41-2	43-0	116-4	117-6	111-8	49.70	48.20	48.07
Coal.....	37-7	33-5	38-1	125-8	127-3	124-9	47.43	42.65	47.59
Metallic ores.....	45-7	45-4	45-0	115-6	116-0	111-2	52.83	52.66	50.04
Non-metallic minerals (except coal).....	41-8	40-9	45-6	103-0	103-7	94-6	43.05	42.41	43.14
Local Transportation.....	45-4	44-7	45-4	99-5	99-1	94-6	45.17	44.30	42.68
Building Construction.....	39-1	38-6	40-0	107-3	107-0	100-0	41.95	41.30	40.00
Highway Construction.....	39-7	38-1	38-0	84-8	85-1	78-8	33.67	32.42	29.94
Services (as indicated below).....	42-4	41-8	41-9	63-7	64-2	59-8	27.01	26.84	25.06
Hotels and restaurants.....	43-2	42-7	42-9	62-5	63-5	50-4	27.00	27.11	25.48
Personal (chiefly laundries).....	40-7	40-1	39-9	66-2	65-8	60-5	26.94	26.39	24.14

*Industries classed in the durable manufactured goods industries.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, 100 p.c., the latest figures are as follows:—May 1, 1949, 227-5; June 1, 1949, 227-7; July 1, 1949, 228-5; at July 1, 1948, the index was 202-1.

² Chiefly street and electric railways.

³ For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS
IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date		Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
					Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
			cts.	\$			
Week preceding							
January	1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February	1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March	1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April	1, 1945.....	45.6*	70.4	31.10*	106.2	96.0	110.6
May	1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June	1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July	1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August	1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September	1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October	1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November	1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December	1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January	1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February	1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March	1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April	1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May	1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June	1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July	1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August	1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September	1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October	1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November	1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December	1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January	1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February	1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March	1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April	1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May	1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June	1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July	1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August	1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September	1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October	1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November	1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December	1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January	1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February	1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March	1, 1948.....	43.2	88.0	38.02	125.8	120.0	103.1
April	1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May	1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June	1, 1948.....	41.7	91.4	38.11	126.1	124.8	111.0
July	1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August	1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September	1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October	1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November	1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December	1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January	1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February	1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March	1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April	1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May	1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June	1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July	1, 1949 (1).....	41.8	99.0	41.38	136.9	131.1	104.4

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100.)

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours \$41.91.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
September	1945.....	120,695	45,726	166,421	80,088	27,344	107,432
September	1946.....	70,870	46,366	117,236	113,959	30,886	144,845
September	1947.....	70,356	40,212	110,568	60,069	25,862	85,931
September	1948.....	39,341	24,349	63,690	58,011	29,734	88,545
October	1948.....	41,047	22,870	63,917	56,725	30,607	87,332
November	1948.....	31,856	18,595	50,451	67,569	34,280	101,849
December	1948.....	17,841	16,808	34,649	92,144	37,408	129,552
January	1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February	1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March	1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April	1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May	1949.....	21,673	21,840	43,513	158,794	44,932	203,726
June	1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July	1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August	1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September	1949 (1).....	19,428	21,884	41,312	97,882	40,430	138,312

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JULY 28, 1949

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change From June 30, 1949	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	1,123	516	1,639	-733	-30.9
Logging.....	853	6	859	+208	+32.0
Pulpwood.....	447	—	447	+259	+137.8
Lumber.....	360	3	363	-32	-8.1
Other logging.....	46	3	49	-19	-28.0
Mining.....	805	31	836	-242	-22.5
Coal.....	98	—	98	+26	+36.1
Metallic ores—					
Iron.....	103	4	107	+2	+1.9
Gold.....	456	7	463	-13	-2.7
Nickel.....	11	—	11	-1	-8.3
Other metallic ores and non-metallic minerals.....	98	7	105	-247	-70.2
Prospecting and oil producing.....	39	13	52	-9	-14.8
Manufacturing.....	3,728	5,220	8,948	-395	-4.2
Food and kindred products.....	563	492	1,055	-178	-14.4
Textiles, apparel, etc.....	438	3,216	3,654	+155	+4.4
Lumber and finished lumber products.....	635	96	731	-121	-14.2
Pulp and paper products and printing.....	422	250	672	-76	-10.2
Chemicals and allied products.....	121	110	231	-64	-21.7
Products of petroleum and coal.....	48	15	63	-2	-3.1
Rubber products.....	38	25	63	+6	+10.5
Leather and products.....	124	314	438	-26	-5.6
Stone, clay and glass products.....	128	40	168	-50	-22.9
Iron and steel and products.....	269	93	362	+4	+1.1
Non-ferrous metals and products.....	229	96	325	+11	+3.5
Machinery.....	165	45	210	-75	-26.3
Electrical equipment and products.....	203	151	354	+82	+30.1
Transportation equipment and other manufacturing.....	345	277	622	-61	-8.9
Construction.....	3,293	56	3,349	-53	-1.6
Transportation and Storage.....	1,474	123	1,597	-34	-2.1
Communication, and Other Public Utilities.....	254	249	503	-82	-14.0
Trade.....	2,358	2,101	4,459	-650	-12.7
Wholesale.....	835	535	1,370	+64	+4.9
Retail.....	1,523	1,566	3,089	-714	-18.8
Finance, Insurance, Real Estate.....	934	821	1,755	-139	-7.3
Service.....	3,229	10,193	13,422	-2,890	-17.7
Public.....	751	485	1,236	-251	-16.9
Domestic.....	111	4,513	4,624	-1,116	-19.5
Personal.....	1,253	4,689	5,942	-1,457	-19.7
Other service.....	1,114	506	1,620	-66	-3.9
All Industries.....	18,051	19,316	37,367	-5,010	-11.8

TABLE D-3.—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT JULY 28, 1949

(SOURCE: Form UIC 757)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	854	329	1,183	4,006	925	4,931
Clerical Workers.....	1,304	3,312	4,616	5,971	12,097	18,068
Sales Workers.....	1,941	969	2,910	3,067	6,326	9,393
Personal and Domestic Service Workers.....	1,286	9,095	10,381	8,492	6,421	14,913
Seamen.....	30	.....	30	1,184	7	1,191
Agriculture and Fishing.....	1,114	58	1,172	1,065	138	1,203
Skilled and Semiskilled Workers.....	7,413	3,801	11,214	33,441	7,155	40,596
Food and kindred products.....	170	48	218	560	421	981
Textiles, clothing, etc.....	271	2,780	3,051	1,139	4,129	5,268
Lumber and wood products.....	1,042	.....	1,042	2,423	92	2,515
Pulp and paper and printing.....	197	53	250	457	268	725
Leather and products.....	92	256	348	500	238	738
Stone, clay and glass products.....	37	3	40	98	15	113
Metalworking.....	654	37	691	5,526	283	5,809
Electrical.....	95	40	135	914	254	1,168
Transportation equipment, n.e.c.....	5	1	6	225	40	265
Mining.....	435	.....	435	609	.....	609
Construction.....	1,988	.....	1,988	6,774	1	6,775
Transportation (except seamen).....	586	6	592	5,397	34	5,431
Communications and public utility.....	69	.....	69	203	1	204
Trade and service.....	328	420	748	797	414	1,211
Other skilled and semiskilled.....	1,221	98	1,319	5,226	800	6,026
Foremen.....	75	17	92	751	114	865
Apprentices.....	148	42	190	1,842	51	1,893
Unskilled Workers.....	4,101	1,749	5,850	39,928	9,021	48,949
Food and tobacco.....	120	342	462	650	1,242	1,892
Lumber and lumber products.....	177	7	184	1,640	285	1,925
Metalworking.....	115	65	180	1,879	182	2,061
Construction.....	1,256	.....	1,256	5,041	1	5,042
Other unskilled workers.....	2,433	1,355	3,788	30,718	7,311	38,029
Total.....	18,043	19,313	37,356	97,154	42,090	139,244

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF JULY 1949

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	1,287	1,434	1,074
Logging.....	472	317	222
Mining.....	362	297	215
Manufacturing.....	4,949	4,458	3,003
Food and kindred products.....	1,248	1,027	678
Textiles, apparel, etc.....	775	576	344
Lumber and finished lumber products.....	601	565	421
Pulp and paper products and printing.....	405	373	267
Chemicals and allied products.....	157	171	110
Products of petroleum and coal.....	54	61	43
Rubber products.....	54	46	30
Leather and products.....	133	121	75
Stone, clay and glass products.....	160	175	123
Iron and steel products.....	314	326	219
Non-ferrous metals and products.....	230	208	155
Machinery.....	173	210	131
Electrical equipment and products.....	176	170	90
Transportation equipment and other manufacturing.....	469	429	317
Construction.....	3,264	3,149	2,458
Transportation and Storage.....	1,383	1,373	1,024
Communications, and Other Public Utilities.....	231	206	134
Trade.....	2,728	2,956	1,769
Finance, Insurance, Real Estate.....	439	447	241
Service.....	6,371	6,063	4,401
All Industries.....	21,486	20,700	14,541

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS JULY 1 TO JULY 28, 1949**

(Source: Form. U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland	129	56	2,429	198	77	16	5,586
Corner Brook.....	23	10	200	20	21	.....	671
Grand Falls.....	1	.....	140	1	1	.....	733
St. John's.....	96	46	2,089	87	55	16	4,182
Prince Edward Island	493	174	759	410	292	116	1,196
Charlottetown.....	345	138	432	263	172	80	677
Summerside.....	148	36	327	147	120	36	519
Nova Scotia	2,592	1,136	4,793	2,883	1,486	363	8,303
Amherst.....	79	3	105	95	77	.....	235
Bridgewater.....	61	26	131	53	29	3	276
Halifax.....	946	734	1,895	1,107	464	184	2,851
Inverness.....	10	1	29	8	.....	.....	96
Kentville.....	138	139	236	111	89	18	602
Liverpool.....	34	15	86	31	21	.....	134
New Glasgow.....	513	54	800	602	390	84	833
Springhill.....	15	1	52	14	14	.....	137
Sydney.....	450	90	1,164	717	332	69	2,201
Truro.....	119	64	250	118	45	5	428
Yarmouth-Shelburne.....	27	9	165	27	23	.....	470
New Brunswick	1,948	709	4,384	2,362	1,357	291	7,599
Bathurst.....	6	2	124	6	4	1	429
Campbellton.....	70	20	288	104	46	12	480
Edmundston.....	56	8	290	54	73	21	455
Fredericton.....	152	86	251	154	97	27	295
Minto.....	84	2	213	125	83	1	371
Moncton.....	799	235	1,681	1,196	676	110	2,036
Newcastle.....	36	13	180	37	32	.....	445
Saint John.....	462	224	1,178	504	276	89	2,433
St. Stephen.....	114	94	122	44	27	2	450
Sussex.....	95	11	89	74	33	26	61
Woodstock.....	74	14	108	64	50	2	135
Quebec	18,411	9,846	27,941	16,485	10,516	639	39,967
Asbestos.....	10	6	479	16	16	.....	759
Beaulieu.....	167	69	129	76	99	.....	270
Buckingham.....	53	62	222	63	46	2	386
Causapscal.....	71	71	48	65	12	6	144
Chandler.....	90	90	53	15	14	1	291
Chicoutimi.....	188	56	529	216	128	10	873
Dolbeau.....	5	.....	57	8	4	.....	159
Drummondville.....	105	51	280	84	50	1	919
Farnham.....	52	46	77	39	35	.....	215
Granby.....	91	33	310	91	43	8	709
Hull.....	270	133	725	319	175	3	1,098
Joliette.....	158	149	477	161	89	1	738
Jonquière.....	86	27	252	80	40	.....	566
Laculne.....	151	47	141	133	93	1	181
La Malbaie.....	3	2	92	8	20	.....	182
La Tuque.....	468	55	471	398	419	2	269
Levis.....	149	68	623	153	105	1	1,539
Matane.....	61	39	96	43	22	2	178
Megantic.....	16	6	222	92	10	1	228
Mount-Laurier.....	46	8	77	39	16	1	108
Montmagny.....	99	83	192	48	31	1	485
Montreal.....	11,142	6,467	11,731	9,122	6,179	339	12,807
Port Alfred.....	39	1	82	34	29	.....	190
Quebec.....	1,464	494	3,178	2,012	857	100	4,822
Rimouski.....	84	24	163	71	58	.....	345
Riviere du Loup.....	134	40	173	48	40	2	463
Rouyn.....	268	101	329	224	119	8	272
Ste. Agathe.....	210	44	105	212	168	3	36
Ste. Anne de Bellevue.....	66	29	115	58	35	4	113
Ste. Therese.....	96	42	136	90	61	1	158
St. Georges de Beauce.....	335	361	311	234	205	.....	501
St. Hyacinthe.....	144	200	286	62	35	1	547
St. Jean.....	253	129	307	247	126	.....	404
St. Jerome.....	173	37	320	163	123	.....	448
St. Joseph d'Alma.....	69	29	217	31	20	8	231
Shawinigan Falls.....	115	62	697	156	57	.....	1,242
Sherbrooke.....	646	161	1,261	763	424	82	1,787
Sorel.....	48	14	759	33	20	.....	1,350
Thetford Mines.....	96	53	393	117	70	.....	652
Three Rivers.....	239	121	884	387	176	32	1,959
Val d'Or.....	221	214	248	116	74	8	308
Valleyfield.....	98	47	282	121	93	1	534
Victoriaville.....	138	75	270	127	79	9	551

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS JULY 1 TO JULY 28, 1949—Con.**

(Source: Form. U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	35,715	16,948	41,927	32,357	19,611	4,009	38,117
Araprior.....	107	32	66	103	115	4	67
Barrie.....	416	228	362	355	273		101
Belleville.....	214	52	384	256	167	27	463
Brampton.....	211	69	174	164	124		93
Brantford.....	82	38	119	78	65		125
Brockville.....	393	109	1,079	383	287	28	1,295
Carleton Place.....	150	5	170	167	135	6	96
Chatham.....	21	10	37	28	21		58
Chatham.....	380	105	570	480	272	47	231
Cobourg.....	138	24	195	154	116	8	127
Collingwood.....	97	23	136	79	72		168
Cornwall.....	271	23	298	276	222	16	691
Fort Erie.....	114	36	150	167	134	4	133
Fort Frances.....	90	33	104	67	49	10	90
Fort William.....	413	111	575	435	231	50	819
Galt.....	180	121	256	165	68	18	359
Gananoque.....	43	7	78	42	29	6	69
Godberich.....	150	86	151	179	129	2	80
Guelph.....	274	107	475	344	138	92	481
Hamilton.....	2,121	1,116	2,425	2,458	1,031	485	2,634
Hawkesbury.....	65	24	119	79	39	1	142
Ingersoll.....	196	103	299	179	110	41	53
Kapuskasing.....	67	8	45	66	51		29
Kenora.....	70	55	78	51	33		138
Kingston.....	597	144	816	667	440	32	585
Kirkland Lake.....	323	120	397	326	148	31	273
Kitchener-Waterloo.....	630	366	545	589	416	25	243
Leamington.....	1,089	854	1,285	947	150	70	151
Lindsay.....	229	50	368	275	135	4	180
Listowel.....	65	44	92	74	62	1	78
London.....	2,050	915	2,049	2,015	1,157	195	927
Midland.....	126	62	241	146	112		174
Napawee.....	24	2	44	20	21	4	60
New Toronto.....	532	169	767	431	320	13	597
Niagara Falls.....	468	221	418	348	213	14	410
North Bay.....	402	66	458	408	330	18	226
Orillia.....	271	50	310	218	217	11	336
Oshawa.....	559	123	731	626	414	26	1,190
Ottawa.....	1,483	741	2,252	1,450	796	196	2,319
Owen Sound.....	318	71	392	275	201	25	547
Parry Sound.....	53	7	85	48	26		85
Pembroke.....	376	102	297	238	197	1	173
Perth.....	133	30	178	134	131		81
Peterborough.....	240	76	512	255	168		743
Picton.....	74	49	62	59	26		55
Port Arthur.....	1,007	122	1,021	773	426	295	945
Port Colborne.....	86	43	205	68	43	5	393
Prescott.....	35	18	65	38	26		89
Renfrew.....	247	73	180	130	191	3	116
St. Catharines.....	644	182	1,086	676	391	91	1,136
St. Thomas.....	215	161	261	246	159	8	175
Sarnia.....	293	120	500	390	257	2	399
Sault Ste. Marie.....	285	70	357	352	194	4	353
Simcoe.....	128	141	182	111	69	6	124
Sioux Lookout.....	69	24	72	74	41	8	77
Smiths Falls.....	105	20	241	87	44	25	267
Stratford.....	327	102	513	292	123	104	268
Sturgeon Falls.....	78	19	132	76	56	9	316
Sudbury.....	809	234	930	688	445	145	712
Timmins.....	541	174	742	608	384	78	739
Toronto.....	11,988	7,846	11,188	9,534	5,711	1,212	9,078
Trenton.....	64	14	173	109	58		322
Walkerton.....	59	32	127	68	53		170
Wallaceburg.....	178	6	300	184	105	64	184
Welland.....	162	75	453	151	72	34	827
Weston.....	435	201	311	338	214		145
Windsor.....	1,461	812	2,737	1,576	766	394	2,947
Woodstock.....	185	172	262	202	140	7	250
Manitoba	6,066	2,948	8,348	6,074	3,227	1,089	7,371
Brandon.....	976	427	559	525	426	21	325
Dauphin.....	101	39	150	110	57	11	125
Flin Flon.....	79	48	136	93	49	7	66
Portage la Prairie.....	102	72	152	101	75	2	150
The Pas.....	316	322	65	40	122		57
Winnipeg.....	4,792	2,040	7,286	5,205	2,498	1,048	6,648

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS JULY 1 TO JULY 28, 1949—Contc.

(Source: Form. U.I.C. 751)

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	3,754	1,897	5,271	4,314	2,006	754	3,801
Estevan.....	93	44	108	93	69	.....	65
Moose-Jaw.....	321	123	598	438	175	79	545
North-Battleford.....	144	73	160	144	95	.....	206
Prince-Albert.....	279	160	563	432	161	18	642
Regina.....	1,585	616	1,913	1,729	953	363	635
Saskatoon.....	920	515	1,437	1,151	386	266	1,292
Swift-Current.....	74	89	115	83	30	.....	173
Weyburn.....	108	63	127	96	53	17	64
Yorkton.....	230	214	250	148	79	11	179
Alberta	8,023	2,597	10,117	8,219	4,867	1,290	5,346
Blairmore.....	208	84	170	145	161	90	.....
Calgary.....	3,790	882	4,620	3,946	2,505	579	2,089
Drumheller.....	65	27	113	50	47	.....	175
Edmonton.....	2,968	1,047	4,162	3,248	1,525	696	2,407
Edson.....	80	108	33	16	37	.....	77
Lethbridge.....	623	200	749	622	456	10	287
Medicine Hat.....	193	167	181	124	93	.....	150
Red Deer.....	96	82	89	68	43	5	71
British Columbia	9,020	2,728	17,208	9,589	5,171	988	22,665
Chilliwack.....	219	23	339	243	210	13	448
Courtenay.....	31	30	304	38	23	.....	181
Cranbrook.....	167	37	157	167	130	2	78
Dawson Creek.....	173	34	159	160	152	.....	43
Duncan.....	104	56	260	149	77	1	252
Kamloops.....	219	69	222	164	166	.....	113
Kelowna.....	117	31	199	157	61	9	203
Nanaimo.....	128	41	858	119	58	27	961
Nelson.....	224	105	218	199	139	5	168
New Westminster.....	551	180	1,646	729	305	79	2,795
North Vancouver.....	309	10	636	291	102	111	899
Penticton.....	165	28	186	190	121	3	159
Port Alberni.....	149	39	369	136	90	.....	288
Prince George.....	450	99	479	469	334	22	246
Prince Rupert.....	275	60	155	195	220	2	105
Princeton.....	105	15	123	111	94	.....	46
Trail.....	208	49	332	241	164	15	260
Vancouver.....	4,217	1,275	8,683	4,533	2,019	555	13,364
Vernon.....	229	53	240	227	192	12	131
Victoria.....	858	461	1,518	967	453	130	1,873
Whitehorse.....	122	33	125	104	81	2	52
Canada	85,942	39,039	123,167	82,801	48,610	9,555	139,951
Males.....	57,091	18,797	87,421	55,880	35,576	5,617	97,876
Females.....	28,851	20,242	35,746	26,921	13,034	3,938	42,075

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES 1939-1949

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,333	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (30 weeks).....	703,737	275,036	978,773	256,149	123,710	379,859

E—Unemployment Insurance

TABLE E-1.—SUMMARY OF REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1948 TO JULY 31, 1948 AND FROM APRIL 1, 1949 TO JULY 30, 1949

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,538	222,873	18,293	276,993
Quebec.....	54,752	900,735	56,992	913,947
Ontario.....	74,658	1,233,343	78,869	1,328,879
Prairie.....	39,345	464,935	41,521	481,784
Pacific.....	23,237	331,930	25,010	341,767
Total for Canada.....	207,530	3,153,816	220,685	3,343,370

TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF JULY 30, 1949

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	63	6	12	13	18	8	6
Male.....	53	4	11	13	12	8	5
Female.....	10	2	1	.....	6	.....	1
(Male).....	(4,164)	(821)	(165)	(385)	(737)	(634)	(1,422)
(Female).....	(130)	(22)	(3)	(17)	(16)	(45)	(27)
Prince Edward Island.....	476	75	36	54	99	46	166
Male.....	327	50	23	36	65	28	125
Female.....	149	25	13	18	34	18	41
Nova Scotia.....	6,224	1,296	501	767	1,101	792	1,767
Male.....	5,184	1,143	440	649	945	629	1,378
Female.....	1,040	153	61	118	156	163	389
New Brunswick.....	5,559	943	491	748	1,010	757	1,610
Male.....	4,450	766	415	631	839	601	1,198
Female.....	1,109	177	76	117	171	156	412
Quebec.....	32,239	6,927	3,224	5,058	5,619	3,360	8,051
Male.....	22,450	5,458	2,272	3,414	3,562	2,312	5,432
Female.....	9,789	1,469	952	1,644	2,057	1,048	2,619
Ontario.....	27,412	7,631	3,193	3,883	3,836	2,402	6,467
Male.....	18,640	5,894	2,184	2,759	2,381	1,426	3,996
Female.....	8,772	1,737	1,009	1,124	1,455	976	2,471
Manitoba.....	3,592	640	261	362	531	378	1,420
Male.....	1,996	302	110	178	290	192	924
Female.....	1,596	338	151	184	241	186	496
Saskatchewan.....	1,424	262	91	164	231	167	509
Male.....	801	133	48	96	129	92	303
Female.....	623	129	43	68	102	75	206
Alberta.....	4,435	1,231	480	636	678	731	679
Male.....	3,875	1,083	434	572	597	663	526
Female.....	560	148	46	64	81	68	153
British Columbia.....	12,922	2,675	988	1,448	2,070	1,516	4,225
Male.....	9,603	2,223	689	1,052	1,469	1,085	3,085
Female.....	3,319	452	299	396	601	431	1,140
TOTAL.....	94,346	21,686	9,277	13,133	15,193	10,157	24,900
MALE.....	67,379	17,056	6,626	9,400	10,289	7,036	16,972
FEMALE.....	26,967	4,630	2,651	3,733	4,904	3,121	7,928

N.B. Statistics for Newfoundland shown in brackets relate to claims filed under the unemployment assistance plan included in the terms of Confederation with Canada.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO JULY, 1949

—	1942	1943	1944	1945	1946	1947	1948 (¹)	1949 (¹)
January.....	.....	4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	.....
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	.....
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	587,837

(¹) Revised claims included. See Table E-4 for analysis of claims filed at Local Offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, JULY, 1949

Provinces	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	37 (1,500)	31 (1,098)	5 (157)	1 (245)	29 (1,921)	26 (384)	..... (26)	26 (527)
Prince Edward Island.....	200	119	67	14	166	44	.....	36
Nova Scotia.....	2,783	1,309	1,193	281	2,190	578	38	736
New Brunswick.....	2,288	1,231	811	246	1,904	426	17	519
Quebec.....	16,121	8,689	5,185	2,247	12,037	3,429	235	4,993
Ontario.....	16,187	9,938	4,308	1,941	11,959	3,393	263	4,412
Manitoba.....	1,861	905	626	330	1,352	475	64	369
Saskatchewan.....	732	381	218	133	482	188	13	228
Alberta.....	1,304	766	362	176	854	306	19	392
British Columbia.....	8,073	3,839	3,503	731	6,020	1,498	104	2,228
Total Canada, July, 1949....	49,586	27,208	16,278	6,100	36,993	10,363 ⁽¹⁾	753	13,939
Total Canada, June, 1949....	53,114	28,910	15,873	8,331	42,080	11,633 ⁽²⁾	929	12,677
Total Canada, July, 1948....	38,790	17,275	13,212	8,303	25,873	11,603 ⁽³⁾	973	9,310

(1) In addition, there were 215 special requests not granted.

(2) In addition, there were 369 special requests not granted.

(3) In addition, there were 255 special requests not granted.

N.B. Statistics for Newfoundland shown in brackets relate to claims filed under the unemployment assistance plan included in the terms of Confederation with Canada.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of July 1948	Month of July 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	2,311	3,245	21,583
Not unemployed.....	3,106	644	2,087
Not capable of and not available for work.....	801	773	3,401
Loss of work due to a labour dispute.....	58	183	1,003
Refused offer of work and neglected opportunity to work.....	1,744	1,229	6,183
Discharged for misconduct.....	449	539	2,458
Voluntarily left employment without just cause.....	2,664	2,877	12,528
Other reasons ⁽¹⁾	470	873	4,218
Total.....	11,603	10,363	53,461

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE E-6.—NUMBER OF PERSONS COMMENCING BENEFIT, AMOUNT OF BENEFIT PAID, JULY, 1949

Province	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)	Number Receiving Benefit During Week July 9-15*
Newfoundland.....	13 (1,135)	812 (78,777)	2,033 (188,577)	25 (2,516)
Prince Edward Island.....	149	10,090	20,471	456
Nova Scotia.....	1,862	97,737	220,260	4,798
New Brunswick.....	1,488	94,809	216,339	4,970
Quebec.....	9,803	543,518	1,177,950	22,169
Ontario.....	8,239	419,903	923,381	18,439
Manitoba.....	1,116	74,438	155,508	3,150
Saskatchewan.....	420	26,761	60,782	1,264
Alberta.....	780	40,973	96,140	1,851
British Columbia.....	4,376	216,421	497,319	8,835
Total, Canada, July, 1949.....	28,246	1,525,462	3,371,183	65,957
Total, Canada, June, 1949.....	32,211	1,855,753	4,113,254	.....
Total, Canada, July, 1948.....	20,623	1,070,339	2,082,267	.....

* See explanatory note, page 1261

N.B. Newfoundland figures in brackets are derived from the operation of the unemployment assistance agreement included in the terms of Confederation with Canada.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO JULY 31, 1949

Fiscal Year Ended March 31	RECEIPTS							DISBURSEMENTS		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	
	Stamps	Meter	Total Employer and Employee			Government	Fines			
			Bulk	\$	\$					
1942.....	22,436,001 56	7,203,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 11	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54	13,205,897 38	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,033,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 15	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,590,776 12	109,803,333 89	34,947,020 32	447,734,939 21
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	532,417,627 65
May.....	3,882,150 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01	537,464,962 40
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,608 53	3,381,091 58	552,623,750 46
SUB TOTAL.....	16,806,526 83	4,637,940 88	11,911,942 14	33,656,409 85	5,931,848 13	5,051 10	4,438,732 75	44,032,041 83	20,943,728 75	552,623,750 46
GRAND TOTAL.....	295,463,417 09	99,112,866 24	179,434,042 46	574,010,325 79	114,804,279 53	28,859 67	52,037,271 69	740,880,736 68	188,256,986 22	552,623,750 46

The column "Bulk" includes contributions for armed service \$44,356,156.89 and miscellaneous receipts \$2,138.66.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1923.....		120.7	124.1	116.9	122.5	143.8		110.7	
1924.....		118.8	121.6	117.4	118.9	140.8		108.6	
1925.....		119.8	127.2	117.4	116.8	140.3		106.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	90.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
September.....	24.6	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
December.....	26.1	127.1	146.4	113.4	109.2	131.2	129.4	114.1	137.2
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.6	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.6	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF AUGUST 1949

(BASE:—Aug. 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Aug. 1, 1948	July 2, 1949	Aug. 1, 1949						
Halifax.....	151.7	155.6	157.2	213.5	110.6	132.6	191.5	155.9	121.8
Saint John.....	156.0	158.5	159.7	202.8	116.0	133.8	191.6	155.1	127.8
Montreal.....	160.6	165.9	166.1	218.6	119.7	125.5	177.2	172.3	125.4
Toronto.....	154.3	157.8	158.5	202.1	121.3	145.8	183.1	163.2	128.4
Winnipeg.....	150.6	157.0	157.9	210.1	118.3	121.2	174.6	170.3	122.6
Saskatoon.....	159.5	163.5	163.8	215.8	123.9	137.0	187.2	172.4	121.3
Edmonton.....	153.5	158.4	158.3	216.1	110.8	114.6	186.7	162.3	124.9
Vancouver.....	159.5	163.6	164.2	214.4	114.8	139.7	192.3	160.4	133.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	June 1949	July 1949	August 1949	Price August 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	259.1	260.9	260.6	72.7
Beef, round steak.....	lb.	125.7	167.9	167.9	289.5	290.7	289.9	68.7
Beef, rib roast.....	lb.	125.5	174.3	174.3	290.9	291.7	290.9	66.9
Beef, blade.....	lb.	132.7	161.6	162.3	311.9	313.2	311.9	49.6
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	347.0	349.2	347.8	47.5
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	314.2	318.3	317.2	53.6
Lamb, leg roast.....	lb.	109.9	164.4	152.8	260.9	272.2	268.7	76.3
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	235.1	241.0	247.9	67.4
Pork, fresh shoulder, hock off.....	lb.	127.0	143.4	143.4	266.2	271.9	279.8	53.3
Bacon, side, fancy sliced, rind-on.....	lb.	132.3	141.5	142.5	231.4	234.9	236.4	75.4
Lard, pure.....	lb.	151.3	157.9	159.6	189.5	192.1	192.1	21.9
Shortening, vegetable.....	lb.	134.7	137.5	137.5	226.4	221.5	219.4	31.6
Eggs, grade "A", large.....	doz.	156.4	155.3	181.3	177.6	201.7	241.2	75.1
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	164.2	17.9
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	227.1	226.7	226.7	61.9
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	227.5	226.7	226.7	30.3
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	221.2	221.2	221.2	7.3
Rolled Oats, package.....	lb.	112.0	114.0	114.0	155.2	155.2	155.2	9.8
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	163.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	137.7	137.7	194.3	192.5	191.5	20.3
Peas, canned, 2's.....	tin	117.5	121.7	121.7	145.8	145.8	146.7	17.6
Corn, canned 2's.....	tin	128.3	132.7	132.7	185.8	186.7	187.6	21.2
Beans, dry.....	lb.	129.4	133.3	133.3	262.7	260.8	262.7	13.4
Onions.....	lb.	108.2	142.9	126.5	179.6	200.0	179.6	8.8
Potatoes.....	10 lbs.	89.9	218.3	149.4	161.4	210.8	203.5	44.5
Prunes, bulk.....	lb.	115.8	120.2	120.2	186.0	187.7	188.6	21.5
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	127.2	128.5	128.5	19.4
Oranges.....	doz.	132.5	154.6	154.3	153.7	149.7	143.8	43.7
Lemons.....	doz.	111.3	147.7	148.6	140.0	143.7	144.6	47.0
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	147.3	147.3	146.1	24.0
Peaches, 20 oz.....	tin	101.5	106.1	106.1	142.1	142.1	142.6	28.1
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	142.1	142.1	142.1	19.3
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	179.3	179.3	178.7	30.6
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	155.6	9.8
Coffee.....	lb.	145.6	131.4	131.7	188.8	188.8	189.1	63.9
Tea, black $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.5	176.5	176.5	51.9

* Descriptions and units of sale apply to August, 1949 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, ro. st. prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roasts) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	73.0	66.8	63.7	50.7	48.7	.....	67.5	65.8	55.0	74.7
Nova Scotia—										
2—Halifax.....	74.6	69.0	63.8c	48.9	46.8	.....	80.3	68.8	54.0	71.4
3—New Glasgow.....	76.9	71.6	70.3	51.1	49.2	.....	75.0	67.9	57.3	78.3
4—Sydney.....	84.0	74.9	65.6	55.8	49.7	.....	78.3	70.2	.....	73.3
5—Truro.....	69.2	63.5	63.3	45.2	45.5	.....	.....	66.3	50.5	75.1
New Brunswick—										
6—Fredericton.....	72.1	64.4	61.0	46.0	42.8	51.4	66.8	60.9	44.3	72.0
7—Moncton.....	74.6	68.3	68.3	48.3	43.7	.....	71.9	67.6	52.5	76.6
8—Saint John.....	76.9	71.4	64.5c	49.5	44.6	50.0	71.2	68.4	51.9	72.8
Quebec—										
9—Chicoutimi.....	76.0	74.0	64.7	49.2	40.0	.....	.....	57.8	50.6	80.0
10—Hull.....	67.7	65.4	59.3	47.6	44.3	48.0	.....	63.3	51.8	67.2
11—Montreal.....	79.3	74.2	70.9	47.5	43.4	52.6	73.6	63.8	52.2	71.9
12—Quebec.....	78.8	74.3	67.4	46.1	42.8	53.9	73.1	56.9	48.2	67.6
13—St. Hyacinthe.....	68.8	62.6	61.3	43.5	34.3	.....	.....	60.0	46.7	74.3
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	75.5
15—Sherbrooke.....	78.1	72.0	67.5	48.0	39.0	55.8	67.7	62.0	48.7	70.8
16—Sorel.....	74.2	69.2	70.0	42.3	46.3	.....	.....	62.3	48.3	72.0
17—Thetford Mines.....	66.8	68.1	.....	46.3	.....	.....	.....	55.6	46.5	.....
18—Three Rivers.....	81.3	73.4	63.0	44.6	39.2	.....	.....	60.7	47.9	71.1
Ontario—										
19—Belleville.....	70.3	69.3	67.3	51.0	51.7	.....	.....	67.0	52.0	70.2
20—Brantford.....	72.6	68.7	66.4	51.2	46.6	54.5	78.3	70.2	53.1	71.6
21—Brockville.....	75.3	72.3	69.5	49.7	49.9	.....	.....	70.6	54.2	76.7
22—Chatham.....	72.6	70.1	69.3	50.1	47.7	.....	.....	70.6	55.1	73.1
23—Cornwall.....	71.6	68.6	65.7c	48.9	50.6	.....	.....	68.0	54.6	74.0
24—Fort William.....	72.5	67.7	70.3	51.8	49.8	.....	.....	69.7	61.7	80.6
25—Galt.....	70.6	67.6	65.0	50.4	46.4	.....	.....	67.3	52.0	71.8
26—Guelph.....	73.0	70.4	69.3	52.4	51.0	55.8	76.3	68.6	50.9	69.5
27—Hamilton.....	73.2	70.3	69.8	51.2	49.2	58.7	80.9	68.7	50.3	70.2
28—Kingston.....	69.0	67.3	63.4	48.2	44.7	49.3	71.3	65.6	49.6	69.6
29—Kitchener.....	72.3	70.3	66.3	50.7	48.3	56.0	78.8	68.5	52.2	72.8
30—London.....	72.6	71.1	65.3	50.5	47.1	53.0	80.0	69.4	51.9	71.8
31—Niagara Falls.....	70.5	66.7	66.0	50.1	49.7	.....	.....	67.4	52.8	71.2
32—North Bay.....	71.4	69.8	68.0	50.0	48.7	.....	.....	65.7	47.7	72.5
33—Oshawa.....	70.4	68.7	67.0	48.2	46.5	49.3	.....	67.0	50.8	66.3

COAL AND RENTALS BY CITIES, AUGUST, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolls, oats, package, per lb.	Corn flakes, 8 oz. package
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	22.4	32.1	73.5	16.0	61.8	33.5	10.7	7.7	9.6	16.3
Nova Scotia—										
2—Halifax.....	24.2	31.5	81.9	19.0	64.4	31.6	10.8	7.7	11.3	15.9
3—New Glasgow.....	21.7	31.0	77.3	19.0	64.4	32.1	12.0	.....	10.2	16.5
4—Sydney.....	22.7	29.9	85.4	20.0	64.7	31.9	10.0	7.3	10.4	16.6
5—Truro.....	24.1	30.8	79.0	18.0	63.9	33.1	12.0	7.7	10.2	15.6
New Brunswick—										
6—Fredericton.....	22.5	31.3	81.2	17.0	63.9	31.6	11.3	7.5	8.6	15.3
7—Moncton.....	23.0	30.8	82.0	17.0	63.6	31.4	11.3	7.8	10.0	15.5
8—Saint John.....	22.4	31.5	82.4	18.0	64.8	32.5	11.3	7.8	9.8	15.0
Quebec—										
9—Chicoutimi.....	22.3	33.0	75.9	17.0	60.0	31.3	9.3	7.7	.....	16.5
10—Hull.....	19.9	31.2	79.6	18.0	59.8	29.5	10.0	7.0	10.5	14.3
11—Montreal.....	20.8	32.0	78.8	17.5	60.1	29.6	10.0	7.0	10.2	14.8
12—Quebec.....	21.3	32.0	79.8	17.0	60.3	31.1	9.0	7.0	10.5	14.9
13—St. Hyacinthe.....	20.8	31.1	76.7	16.0	59.7	30.1	8.7d	7.3	10.9	14.7
14—St. Johns.....	22.6	31.2	76.6	16.0	60.5	31.0	8.7	7.5	10.4	15.0
15—Sherbrooke.....	22.4	30.3	80.3	17.0	59.5	30.7	10.2	7.5	10.3	15.6
16—Sorel.....	19.8	30.7	74.3	16.0	60.0	30.0	8.7	7.3	10.8	15.0
17—Thetford Mines.....	22.4	30.3	77.0	16.0	60.2	31.0	9.3	7.7	10.2	15.5
18—Three Rivers.....	20.4	30.6	78.3	17.0	58.6	30.7	8.7	7.2	10.1	15.5
Ontario—										
19—Belleville.....	21.1	31.4	71.9	17.0	62.0	29.7	10.0	7.3	9.7	14.6
20—Brantford.....	20.0	30.6	74.9	18.0	62.0	29.2	10.0	7.3	9.6	14.5
21—Brockville.....	21.8	31.5	74.6	18.0	61.2	29.6	10.0	7.3	10.1	14.4
22—Chatham.....	20.9	32.4	71.3	18.0	61.9	29.6	10.0	7.2	10.1	14.6
23—Cornwall.....	19.9	30.6	79.6	18.0	61.3	29.1	10.0	7.1	9.6	14.1
24—Fort William.....	21.5	30.3	76.5	20.0	62.8	31.0	10.7	7.2	9.6	14.8
25—Calt.....	20.5	31.5	73.4	17.0	61.6	29.4	10.0	7.4	9.8	14.7
26—Guelph.....	20.4	31.6	74.3	17.0	61.1	28.6	10.0	7.0	10.3	14.6
27—Hamilton.....	20.0	31.3	75.7	19.0	61.7	29.3	10.0	7.1	10.2	14.6
28—Kingston.....	20.3	31.6	75.4	18.0	60.6	29.6	9.3	7.1	9.9	14.5
29—Kitchener.....	20.4	32.0	73.2	17.0	62.1	29.1	10.0	7.3	9.7	14.2
30—London.....	20.8	31.5	71.1	17.0	62.0	29.5	10.0	7.1	10.0	14.3
31—Niagara Falls.....	20.7	32.0	79.6	19.0	63.1	29.3	9.3	7.3	9.7	15.0
32—North Bay.....	22.0	32.6	83.0	18.0	63.3	29.9	10.3	7.4	.....	15.4
33—Oshawa.....	20.4	31.1	75.5	18.0	61.0	28.5	10.0	7.2	9.5	15.0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	72.9	69.4	69.3	50.5	46.9	50.7	75.5	67.2	54.5	75.5
35—Owen Sound.....	70.9	68.7	68.3	50.9	46.0	.....	.....	66.3	54.4	69.1
36—Peterborough.....	75.1	71.6	68.7	51.6	49.4	52.0	.....	68.3	54.9	74.0
37—Port Arthur.....	69.8	66.4	66.1	51.7	50.3	.....	.....	66.1	57.2	79.0
38—St. Catharines.....	70.0	69.0	66.2	50.4	48.4	.....	.....	66.0	56.7	67.6
39—St. Thomas.....	71.7	68.5	65.9	51.3	46.9	50.7	77.7	68.7	56.5	72.1
40—Sarnia.....	70.1	67.5	64.9	51.3	46.5	58.3	81.3	68.3	54.3	70.7
41—Sault Ste. Marie.....	71.9	69.4	64.4	49.7	50.1	.....	81.0	67.4	54.9	75.5
42—Stratford.....	68.2	68.2	68.0	48.6	44.6	.....	.....	67.2	52.7	71.3
43—Sudbury.....	71.5	69.3	65.9	51.7	51.6	.....	.....	69.1	54.4	73.1
44—Timmins.....	71.3	69.9	66.6	51.1	49.3	54.3	.....	68.7	55.8	70.4
45—Toronto.....	75.6	70.1	72.1	53.0	48.3	57.4	81.2	69.2	49.6	70.2
46—Welland.....	69.7	66.6	60.6c	48.6	43.9	.....	.....	68.3	55.0	68.7
47—Windsor.....	71.4	67.7	64.9	48.8	49.4	.....	81.3	67.3	49.4	68.7
48—Woodstock.....	71.8	67.2	66.6	50.0	46.6	.....	.....	67.6	49.8	72.9
Manitoba—										
49—Brandon.....	71.3	68.3	.....	48.7	50.0	.....	.....	68.7	.....	81.4
50—Winnipeg.....	70.0	64.3	61.9c	48.1	48.0	47.7	74.9	68.5	55.7	79.1
Saskatchewan—										
51—Moose Jaw.....	67.6	64.6	66.0	49.1	47.9	50.7	69.3	65.4	49.0	81.9
52—Prince Albert.....	66.7	62.3	62.0	50.8	48.3	50.8	72.5	65.5	49.0	80.0
53—Regina.....	67.7	63.9	62.2	45.9	48.0	55.0	72.3	65.6	51.2	81.9
54—Saskatoon.....	65.4	62.0	63.6	49.1	48.0	57.2	.....	66.9	54.1	81.3
Alberta—										
55—Calgary.....	68.8	64.5	67.0c	47.9	47.8	48.5	75.5	67.4	57.5	84.0
56—Drumheller.....	68.7	65.7	64.7	50.5	47.7	48.7	.....	72.6	59.0	85.6
57—Edmonton.....	67.9	63.5	64.7	45.7	46.0	54.3	70.7	65.9	54.5	82.4
58—Lethbridge.....	71.5	66.3	68.0	48.3	48.0	56.7	75.3	66.0	55.0	84.3
British Columbia—										
59—Nanaimo.....	78.8	73.0	74.4	53.2	54.6	.....	78.0	78.0	59.3	91.7
60—New Westminster.....	76.3	69.3	70.4	52.7	51.7	56.3	75.2	74.1	58.4	84.9
61—Prince Rupert.....	80.6	73.3	82.0	49.0	51.0	.....	82.7	75.0	61.3	92.2
62—Trail.....	75.7	72.6	75.0	52.7	51.8	.....	89.5	75.6	63.9	86.3
63—Vancouver.....	79.7	71.8	74.1	52.6	54.3	64.7	79.9	75.2	58.9	85.6
64—Victoria.....	82.1	73.5	74.6	54.7	55.4	62.4	84.7	76.8	57.3	85.1

COAL AND RENTALS BY CITIES, AUGUST, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per 1 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	20-7	31-5	79-3	18-0	61-1	30-0	10-0	7-2	10-0	14-6
35—Owen Sound.....	22-1	31-8	71-6	18-0	61-7	29-1	10-0	7-4	9-3	14-9
36—Peterborough.....	20-4	31-1	73-6	18-0	61-0	29-6	10-0	7-1	9-9	14-2
37—Port Arthur.....	21-8	30-1	77-1	20-0	62-9	30-5	10-7	7-2	9-2	15-1
38—St. Catharines.....	20-5	30-4	77-6	19-0	62-6	29-0	9-3	7-0	9-9	14-3
39—St. Thomas.....	20-8	30-9	74-4	18-0	62-8	30-5	10-0	7-4	9-8	14-5
40—Sarnia.....	20-8	32-0	72-2	18-0	62-9	30-0	10-0	7-2	10-1	14-8
41—Sault Ste. Marie.....	22-1	30-7	82-1	20-0	61-6	29-9	10-7	7-3	10-1	14-9
42—Stratford.....	21-3	31-9	69-6	18-0	61-9	29-9	10-0	6-8	9-9	14-9
43—Sudbury.....	22-1	31-8	81-0	20-0	62-7	30-2	10-7	7-6	10-3	15-1
44—Timmins.....	21-6	31-6	81-2	20-0	61-2	30-2	11-3	7-6	10-4	14-9
45—Toronto.....	21-0	30-8	76-3	19-0	61-4	28-4	10-0	7-0	9-6	14-1
46—Welland.....	20-2	31-9	75-9	19-0	62-5	29-3	10-7	7-0	9-7	14-1
47—Windsor.....	20-2	31-0	74-0	18-0	61-6	29-0	10-0	7-4	10-0	14-7
48—Woodstock.....	20-8	31-2	71-5	17-5	61-9	29-8	10-0	6-7	9-1	14-9
Manitoba—										
49—Brandon.....	22-2	33-2	70-0	16-0	60-3	30-9	10-7	7-3	8-2	15-6
50—Winnipeg.....	21-4	30-5	70-8	17-0	60-6	30-3	11-0	7-0	9-6	14-9
Saskatchewan—										
51—Moose Jaw.....	22-2	32-3	63-0	17-0	59-8	30-0	11-2	7-1	9-1	15-1
52—Prince Albert.....	23-9	32-3	61-5	17-0	60-7	29-5	9-6	7-4	8-7	14-7
53—Regina.....	22-1	33-9	64-0	17-0	59-3	30-6	11-2	7-2	8-4	15-1
54—Saskatoon.....	23-1	33-1	63-8	17-0	60-1	29-8	10-4	7-1	8-6	14-7
Alberta—										
55—Calgary.....	23-1	33-0	72-5	18-0	62-1	29-5	10-4	7-2	8-6	15-0
56—Drumheller.....	25-0	33-1	71-7	20-0	63-9	30-7	11-2	7-5	10-3	15-5
57—Edmonton.....	23-3	33-9	67-1	17-0	61-7	30-0	10-4	7-2	9-1	14-4
58—Lethbridge.....	22-7	32-9	72-8	18-0	62-0	30-7	11-2	7-2	9-2	14-9
British Columbia—										
59—Nanaimo.....	24-7	33-0	74-0	20-0	64-1	31-5	12-5	7-4	9-7	15-1
60—New Westminster.....	22-6	29-0	71-2	17-0	63-0	29-8	11-7	7-2	9-3	14-7
61—Prince Rupert.....	26-0	31-4	76-4	25-0	64-1	33-4	14-0	7-9	10-5	16-1
62—Trail.....	25-2	35-4	71-2	20-0	63-4	31-3	13-0	7-5	9-2	15-4
63—Vancouver.....	23-5	30-4	73-2	17-0	62-7	30-4	12-8	7-2	9-4	14-7
64—Victoria.....	24-8	30-4	73-9	19-0	63-5	30-7	12-8	7-5	9-6	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	23.4	18.2	22.3	13.9	10.4	36.8	20.4	20.5	45.0	62.9	49.9
Nova Scotia—											
2—Halifax.....	23.6	17.7	21.4	13.8	7.8	41.3	21.9	18.8	44.2	45.7	47.8
3—New Glasgow.....	23.7	16.9	21.0	12.9	8.0	40.7	22.3	22.0	49.8	64.5	50.2
4—Sydney.....	19.9	17.9	22.2	12.8	9.6	44.3	21.0	20.0	51.1	53.4	47.5
5—Truro.....	21.8	17.0	21.0	13.1	8.4	43.8	22.8	19.4	45.3	52.5	49.9
New Brunswick—											
6—Fredericton.....	21.2	19.5	22.0	14.0	8.4	36.9	21.4	19.3	49.0	51.4	50.0
7—Moncton.....	21.7	18.8	22.9	13.3	8.9	36.7	21.2	21.3	44.0	50.7	49.3
8—Saint John.....	20.5	16.4	21.5	13.8	9.1	33.0	21.2	20.1	48.3	50.4	48.2
Quebec—											
9—Chicoutimi.....	17.0	19.3	22.4	14.5	10.7	41.0	.....	23.8	47.7	56.3	56.3
10—Hull.....	17.2	17.3	20.3	13.9	9.3	33.5	20.9	20.0	41.7	43.2	44.8
11—Montreal.....	16.1	16.5	19.3	12.9	9.2	28.9	22.3	20.3	45.3	41.3	45.5
12—Quebec.....	16.4	17.8	20.2	12.7	9.6	30.7	21.2	19.7	44.5	42.7	49.0
13—St. Hyacinthe.....	16.5	17.4	20.4	11.6	10.7	27.8	19.8	18.1	48.4	47.3	47.0
14—St. Johns.....	17.2	17.6	19.5	12.3	10.6	30.8	20.5	19.8	51.7	49.0	43.8
15—Sherbrooke.....	17.9	17.7	20.2	13.2	9.6	34.7	23.5	20.0	44.5	45.4	46.9
16—Sorel.....	18.1	18.1	21.1	12.2	9.8	35.4	21.6	20.0	50.8	45.7	45.6
17—Thetford Mines.....	18.7	17.7	21.3	12.0	9.6	30.8	21.2	17.7	47.7	52.6	48.9
18—Three Rivers.....	17.6	16.7	20.8	12.9	8.8	29.4	20.3	20.7	49.3	45.3	47.2
Ontario—											
19—Belleville.....	19.1	16.6	21.1	12.3	7.7	42.5	19.8	17.8	44.0	42.1	45.1
20—Brantford.....	21.6	16.2	20.7	13.1	8.0	41.9	20.9	18.5	41.3	41.6	43.9
21—Brockville.....	19.0	17.3	21.4	13.2	8.5	42.5	17.3	18.2	43.3	45.3	46.1
22—Chatham.....	21.0	17.1	20.6	11.2	7.4	35.3	.....	18.2	41.0	41.4	46.9
23—Cornwall.....	18.5	16.3	19.5	12.3	9.5	45.2	20.0	20.6	42.4	41.3	48.5
24—Fort William.....	18.8	16.8	20.7	13.0	8.6	45.6	20.7	21.6	38.5	49.7	48.3
25—Galt.....	19.1	17.1	20.9	13.5	8.1	45.9	22.2	19.0	38.9	40.7	44.4
26—Guelph.....	20.2	16.5	20.9	12.9	8.8	44.8	20.6	18.1	40.0	43.7	44.6
27—Hamilton.....	19.8	16.3	20.6	13.4	7.6	49.7	23.8	17.6	44.0	42.2	44.2
28—Kingston.....	18.2	16.3	20.5	13.7	9.0	47.8	21.3	18.0	41.7	41.4	45.7
29—Kitchener.....	19.5	18.4	20.8	12.8	7.3	40.0	22.5	18.2	43.7	41.8	45.1
30—London.....	19.1	17.6	20.6	13.1	6.9	38.8	21.3	17.8	41.9	45.1	43.8
31—Niagara Falls.....	18.7	17.7	20.8	13.8	8.3	43.8	.....	17.7	44.6	42.3	45.5
32—North Bay.....	20.6	17.6	22.7	12.8	8.9	47.1	46.5	41.0	50.0
33—Oshawa.....	18.5	17.5	20.5	13.2	8.3	50.4	18.6	41.0	45.8	44.6

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Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28·9	39·2	35·8	9·6	9·4	71·9	50·2	.....	15·37	26·00-30·00(b)
Nova Scotia—										
2—Halifax.....	29·4	40·3	32·6	9·4	9·4	70·2	49·9	.....	16·75	29·00-33·00
3—New Glasgow.....	29·4	44·2	34·2	9·8	9·8	74·4	50·4	.....	.....	16·00-20·00
4—Sydney.....	29·4	42·6	33·3	10·1	10·0	71·8	50·9	.....	10·85	20·50-24·50(b)
5—Truro.....	28·6	40·8	33·1	9·3	9·4	70·9	52·2	.....	15·25	.....
New Brunswick—										
6—Fredericton.....	28·4	44·7	32·6	9·7	9·6	68·9	50·0	.....	16·70	21·00-25·00(b)
7—Moncton.....	29·4	42·9	32·3	9·9	9·9	67·4	50·0	.....	16·13	27·00-31·00(b)
8—Saint John.....	28·7	39·3	32·2	9·7	9·5	69·0	50·7	.....	16·50	22·00-26·00(b)
Quebec—										
9—Chicoutimi.....	33·4	41·3	36·8	10·0	9·7	73·7	54·3	21·75	.....	.....
10—Hull.....	26·5	38·3	29·8	9·3	9·3	64·0	53·4	22·00	.....	.....
11—Montreal.....	27·2	38·6	28·8	9·0	9·4	67·1	53·0	22·75	.....	25·00-29·00(b)
12—Quebec.....	29·9	42·1	30·8	9·0	9·0	64·4	53·3	21·25	.....	29·00-33·00(b)
13—St. Hyacinthe.....	27·8	38·1	30·2	9·0	8·9	60·7	53·7	22·00	.....	.....
14—St. Johns.....	28·0	39·0	30·3	9·0	9·0	63·0	52·2	20·00	.....	.....
15—Sherbrooke.....	28·6	39·9	30·4	9·0	9·0	64·3	53·3	22·25	.....	21·50-25·50(b)
16—Sorel.....	30·0	40·6	30·8	9·0	8·7	67·5	52·9	21·50	.....	.....
17—Thetford Mines.....	29·0	38·0	32·8	9·1	9·0	64·7	52·1	23·50	.....	.....
18—Three Rivers.....	27·3	39·1	30·6	9·1	9·0	66·3	53·4	22·00	.....	.....
Ontario—										
19—Bellefonte.....	29·4	35·4	28·6	9·7	9·6	61·2	52·6	21·75	.....	.....
20—Bramford.....	27·3	35·3	27·9	9·8	9·7	63·2	52·4	21·25	.....	23·50-27·50
21—Brockville.....	29·2	36·7	29·3	9·5	9·5	63·3	52·3	22·00	.....	.....
22—Chatham.....	27·6	37·0	28·2	9·7	9·8	64·4	53·4	22·00	.....	23·00-27·00
23—Cornwall.....	29·5	39·2	29·1	9·1	9·1	62·0	51·6	23·13	.....	.....
24—Fort William.....	25·5	42·3	30·3	9·9	10·1	61·3	51·1	.....	23·00	29·50-33·50
25—Galt.....	27·0	33·0	28·1	9·9	9·7	62·6	53·7	21·50	.....	25·50-29·50
26—Guelph.....	27·5	34·8	28·0	9·7	9·7	63·4	53·5	21·25	.....	24·00-28·00
27—Hamilton.....	25·6	33·6	28·1	9·3	9·4	62·9	53·0	20·50	.....	30·00-34·00
28—Kingston.....	29·5	36·7	28·6	9·1	9·1	64·0	52·4	22·00	.....	33·50-37·50
29—Kitchener.....	27·7	35·6	27·3	9·9	9·8	58·1	53·6	21·50	.....	30·00-34·00
30—London.....	28·0	33·9	28·3	9·8	9·6	60·6	51·8	22·00	.....	28·50-32·50
31—Niagara Falls.....	25·5	35·0	28·5	9·6	9·6	62·3	53·1	19·63	.....	30·00-34·00
32—North Bay.....	27·4	38·3	.....	10·0	9·9	66·7	52·8	24·00	.....	24·00-28·00
33—Oshawa.....	26·3	34·7	27·6	9·5	9·3	65·3	53·7	21·50	.....	27·50-31·50

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½'s (23 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	17·3	17·1	20·3	12·9	9·9	42·2	22·1	19·7	46·2	41·6	44·9
35—Owen Sound.....	20·3	16·3	21·4	13·3	9·4	42·8	18·7	18·2	42·2	41·1	45·7
36—Peterborough.....	18·1	16·3	20·5	12·7	8·8	45·8	21·8	17·8	39·1	40·0	46·4
37—Port Arthur.....	18·4	17·7	21·0	13·0	9·1	49·0	23·3	22·2	37·6	50·8	49·1
38—St. Catharines.....	19·7	17·8	20·8	12·7	7·4	43·8	22·7	17·7	41·8	39·2	44·2
39—St. Thomas.....	20·3	18·7	21·4	12·1	7·8	37·7	20·5	18·1	42·0	40·9	45·1
40—Sarnia.....	21·1	18·4	21·5	13·3	8·2	40·7	21·0	17·7	42·1	41·2	47·0
41—Sault Ste. Marie.....	20·7	16·8	20·9	12·8	9·6	44·2	23·0	19·5	39·3	41·8	47·6
42—Stratford.....	21·5	17·4	20·9	13·7	8·3	39·3	21·2	17·3	44·5	42·1	45·4
43—Sudbury.....	18·5	16·2	21·9	12·9	9·2	44·2	20·9	19·2	44·6	41·8	48·0
44—Timmins.....	17·8	16·8	21·9	14·0	9·6	48·8	20·8	20·6	41·9	43·0	48·1
45—Toronto.....	18·4	15·7	20·2	13·6	8·1	44·5	21·9	17·9	40·4	40·6	43·2
46—Welland.....	18·2	15·8	20·7	13·1	7·8	39·5	21·6	18·0	45·0	39·5	44·3
47—Windsor.....	19·3	18·1	20·2	12·5	7·4	35·3	24·3	18·6	40·7	45·5	45·0
48—Woodstock.....	19·8	17·2	20·7	12·0	6·9	36·1	21·5	18·2	39·9	38·6	45·7
Manitoba—											
49—Brandon.....	21·7	18·8	21·1	15·6	9·7	57·1	19·6	19·7	43·9	51·1	.....
50—Winnipeg.....	19·5	17·8	20·9	14·1	8·9	53·2	20·9	20·1	43·4	51·1	57·8
Saskatchewan—											
51—Moose Jaw.....	21·7	18·1	21·6	14·6	9·5	57·9	22·2	19·8	46·5	50·0	.....
52—Prince Albert.....	23·3	18·5	22·2	14·6	10·1	61·6	20·7	20·9	51·4	58·4	.....
53—Regina.....	21·5	19·5	21·4	13·8	9·8	60·7	22·4	20·9	48·1	49·6	58·4
54—Saskatoon.....	22·2	16·8	21·9	13·9	9·2	58·0	22·5	20·0	41·6	53·6	.....
Alberta—											
55—Calgary.....	23·0	16·7	20·8	14·0	8·7	54·9	21·6	20·1	45·8	58·6	52·7
56—Drumheller.....	.....	17·8	20·9	14·3	9·6	70·2	21·5	20·2	41·0	56·8	57·7
57—Edmonton.....	23·5	17·8	20·5	13·7	9·1	60·3	21·3	20·3	40·8	52·1	56·0
58—Lethbridge.....	23·1	16·7	19·4	13·3	9·1	52·3	23·4	19·5	45·7	63·3	52·5
British Columbia—											
59—Nanaimo.....	24·5	18·9	23·2	15·6	9·0	56·9	22·5	17·9	46·0	52·4	.....
60—New Westminster.....	22·3	18·4	23·3	14·5	7·5	51·0	19·6	18·2	32·4	41·4	47·2
61—Prince Rupert.....	26·8	21·4	24·7	15·8	9·5	61·8	23·7	20·3	48·2	50·1	52·5
62—Trail.....	26·5	20·0	21·4	17·7	9·3	56·2	23·0	21·9	40·9	62·6	56·5
63—Vancouver.....	23·9	17·2	22·6	14·0	7·6	48·8	21·4	19·2	38·9	41·2	50·0
64—Victoria.....	24·9	18·8	22·5	14·9	9·0	52·3	21·0	20·0	42·2	43·5	51·6

OAL AND RENTALS BY CITIES, AUGUST, 1919

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.2	37.7	28.4	9.2	9.3	61.3	52.5	22.00	.....	34.00-38.00
35—Owen Sound.....	28.1	35.7	29.2	9.9	9.9	68.0	53.1	21.75	.....	19.00-23.00
36—Peterborough.....	27.7	37.1	28.1	9.5	9.4	64.7	51.6	22.00	.....	27.50-31.50
37—Port Arthur.....	27.3	42.6	30.0	10.0	9.9	60.3	51.2	.....	23.00	24.00-28.50
38—St. Catharines.....	25.0	34.0	27.0	9.5	9.2	60.4	52.7	21.50	.....	29.00-33.00
39—St. Thomas.....	29.0	38.3	28.7	9.9	9.9	63.6	53.3	21.50	.....	22.00-26.00
40—Sarnia.....	28.4	37.9	29.1	10.1	10.1	63.2	52.9	21.25	.....	.....
41—Sault Ste. Marie.....	28.0	38.7	30.7	10.0	9.8	60.8	52.6	22.00	.....	25.00-29.00
42—Stratford.....	28.6	35.9	29.5	9.9	9.9	63.8	52.6	21.00	.....	.....
43—Sudbury.....	28.5	38.9	30.9	9.9	9.8	61.7	53.1	22.50	.....	32.00-36.00
44—Timmins.....	28.8	40.3	31.4	10.1	9.9	60.7	52.6	25.75	.....	31.50-35.50
45—Toronto.....	26.3	36.2	26.7	9.4	9.3	63.3	52.6	20.75	.....	35.50-39.50
46—Welland.....	25.3	32.4	29.0	9.5	9.5	59.8	51.9	20.50	.....	.....
47—Windsor.....	26.9	34.0	28.7	9.8	9.7	63.7	52.4	21.50	.....	27.50-31.50
48—Woodstock.....	28.0	36.2	27.9	9.9	9.9	63.2	52.2	21.50	.....	.....
Manitoba—										
49—Brandon.....	28.9	42.4	32.7	11.2	11.2	64.8	51.3	.....	16.25	23.50-27.50
50—Winnipeg.....	27.0	40.3	29.9	10.6	10.6	56.3	49.8	.....	17.45	30.00-34.00
Saskatchewan—										
51—Moose Jaw.....	29.3	41.3	33.5	11.2	11.2	63.0	49.8	.....	14.50	27.00-31.00
52—Prince Albert.....	29.2	43.9	33.3	11.4	11.4	63.2	51.2	.....	14.75	21.00-25.00
53—Regina.....	27.7	41.4	32.0	11.0	11.5	64.2	54.2	.....	15.33	30.00-34.00
54—Saskatoon.....	28.6	42.9	33.2	10.9	11.5	62.0	50.8	.....	14.40	24.50-28.50
Alberta—										
55—Calgary.....	27.6	40.9	33.3	10.5	11.0	60.9	50.1	.....	12.40	27.50-31.50
56—Drumheller.....	30.4	.....	35.3	11.1	11.7	66.2	49.8	.....	.....	23.50-27.50
57—Edmonton.....	27.6	40.3	32.1	10.6	11.3	62.4	49.8	.....	8.20	27.00-31.00
58—Lethbridge.....	28.2	41.7	32.3	10.1	10.9	61.4	51.8	.....	8.35	25.00-29.00
British Columbia—										
59—Nanaimo.....	29.1	36.7	30.8	9.8	10.6	62.7	50.5	.....	.....	19.00-23.00
60—New Westminster.....	26.8	34.7	30.0	9.1	9.3	57.3	50.0	.....	17.05	21.50-25.50
61—Prince Rupert.....	30.3	37.2	34.2	10.4	10.4	65.0	51.0	.....	19.25	21.00-25.00
62—Trail.....	28.3	40.5	33.0	10.0	10.4	59.4	50.1	.....	15.63	23.50-27.50
63—Vancouver.....	26.8	33.2	29.6	9.3	9.3	59.2	49.6	.....	17.03	27.00-31.00
64—Victoria.....	28.2	36.7	29.7	10.0	10.0	60.5	49.7	.....	18.25	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a). Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b). Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

(c). Averages include prices for cuts with bone in.

(d). Revised price.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS
(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	May 1949	June 1949	July 1949
All commodities	61.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	162.6	129.1	153.4	156.4	156.3	156.6
Classified According to Chief Component Material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	141.5	142.3	144.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	166.4	169.6	169.2
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	125.8	157.9	162.0	162.0	161.2
IV. Wood, Wood Products and Paper.....	63.9	159.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	122.4	159.2	176.9	176.2	171.3
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.5	177.8	127.9	159.2	134.7	135.6	129.8
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	93.2	64.3	55.3	77.5	107.8	117.8	133.5	134.5	133.9	134.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.0	81.4	55.3	92.2	102.6	114.5	123.5	134.5	133.9	134.2
VIII. Chemicals and Allied Products.....	63.4	118.7	141.3	105.4	95.4	81.3	79.8	98.9	99.4	107.9	129.1	124.0	122.0	121.9
Classified According to Purpose—														
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.5	144.4	145.0
Foodstuffs.....	61.8	119.0	159.8	90.2	100.0	63.8	73.9	89.5	103.4	132.4	132.3	154.8	157.6	159.0
Beverages and Tobacco.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.3	94.6	113.9	133.2	136.0	135.6	135.6
Other Consumers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	157.8	156.7	156.5
II. Producers' Goods.....	55.1	81.9	108.6	104.1	94.6	89.0	93.4	105.7	119.1	133.1	155.7	157.8	157.6	157.5
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	150.7	156.6	150.4
Building and Construction Materials.....	67.0	103.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	106.4	195.7	195.4	202.8	200.7
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	150.2	149.0	148.9
Classified According to Degree of Manufacture—														
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	155.1	160.2	160.8
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	142.3	142.1	142.1
Canadian Farm Products—														
Field.....	55.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.0	126.8	128.5	130.7
Animal.....	77.0	133.6	150.8	99.0	112.5	59.7	81.2	95.9	123.0	133.9	177.6	185.4	184.8	184.6
TOTAL.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	148.0	149.6	150.9

The indexes for 1949 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris	1938	1935	34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1933	1936-39—1900	Dec. 1942—1900
1913.....	(a) 79.1	(b) 70.7	.....	(g) 100	(i) .....	.....	.....	.....	(e) 100	.....	81.4	.....	(e) 628
1914.....	79.1	71.8	.....	(g) 133	.....	.....	.....	.....	.....	.....	85.5	.....	676
1915.....	80.7	72.5	.....	(g) 146	.....	.....	.....	.....	.....	.....	90.6	.....	724
1916.....	87.0	77.9	.....	(g) 176	.....	.....	.....	.....	.....	.....	99-6	.....	786
1917.....	102.4	91.6	.....	(g) 203	.....	.....	.....	.....	204	.....	106.4	.....	850
1918.....	115.6	107.5	.....	(g) 215	.....	.....	.....	.....	224	.....	117.7	.....	912
1919.....	123.8	123.8	.....	(g) 249	.....	.....	.....	.....	200	.....	145.8	.....	1019
1920.....	145.4	143.0	.....	(g) 226	.....	.....	.....	.....	104	.....	132.0	.....	1034
1921.....	129.9	127.7	.....	(g) 183	.....	.....	.....	.....	102	.....	110.1	.....	852
1922.....	130.4	119.7	.....	(g) 172	.....	.....	.....	.....	118	.....	106.8	.....	1000
1923.....	121.8	120.4	.....	(g) 144	.....	.....	.....	.....	131	.....	103.2	.....	1004
1924.....	94.4	92.4	.....	(g) 150	.....	.....	.....	.....	108	(m) 103	99.9	.....	795
1925.....	101.5	99.4	100.0	(g) 158	.....	108	.....	.....	121	.....	1020	.....	690
1926.....	105.6	100.2	100.7	(g) 184	.....	129	.....	.....	138	.....	103.4	.....	1051
1927.....	111.7	105.2	104.4	(g) 196	.....	150	.....	.....	174	.....	108.2	.....	1035
1928.....	117.0	116.5	121.0	(g) 226	.....	175	.....	.....	163	.....	117.3	.....	1073
1929.....	123.6	123.6	158.5	(g) 190	.....	224	.....	.....	152	.....	124.4	.....	.....
1930.....	118.9	125.5	199.1	(g) 201	.....	285	.....	.....	151	.....	124.4	.....	1002
1931.....	119.5	128.4	213.5	(g) 203	.....	393	.....	.....	207	.....	128.8	.....	1003
1932.....	123.6	139.3	266.7	(g) 203	.....	645	.....	.....	209	.....	132.2	.....	1004
1933.....	135.5	159.2	300.3	(g) 203	.....	.....	.....	.....	208	.....	134.1	.....	1008
1934.....	155.0	171.2	318.9	(g) 108	.....	1030	4675	.....	217	.....	139.7	.....	1039
1935.....	157.5	174.5	327.4	(g) 108	.....	1670	4792	.....	224	.....	147.8	.....	1105
1936.....	158.9	173.6	325.0	(g) 108	.....	1783	4910	.....	223	.....	149.4	.....	.....
1937.....	159.6	172.2	325.6	(g) 108	.....	1844	4838	.....	223	.....	151.2	.....	1098
1938.....	159.6	171.4	325.7	(g) 109	.....	1870	4870	.....	226	.....	151.3	.....	.....
1939.....	159.6	170.9	325.9	(g) 109	.....	1928	4917	.....	224	.....	151.2	.....	1107
1940.....	159.6	169.5	329.6	(g) 109	.....	1935	4985	.....	224	.....	151.7	.....	.....
1941.....	159.2	169.7	329.6	(g) 109	.....	1871	4980	.....	223	.....	152.0	.....	.....
1942.....	159.5	169.2	332.0	(g) 111	.....	1757	5052	.....	221	.....	152.9	.....	.....
1943.....	169.6	169.6	.....	(g) 111	.....	1738	5067	.....	222	.....	.....	.....	.....
1944.....	162.1	168.5	.....	(g) 111	.....	1726	.....	.....	222	.....	.....	.....	.....

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1926-30=1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Without taxes. (l) Annual averages are on base July, 1914=100. (m) Average June-December. (n) Average June-December.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-AUGUST, 1948-1949†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10‡	10	1,811‡	1,811	9,700	·01
February.....	6	9	6,711	7,235	71,732	·09
March.....	8	10	1,228	5,978	135,725	·17
April.....	9	18	785	7,877	139,500	·17
May.....	15	23	4,028	10,540	174,150	·22
June.....	15	27	4,138	11,359	141,084	·18
July.....	10	18	7,336	12,501	57,744	·07
August.....	14	19	3,390	4,541	35,451	·04
Cumulative totals.....	87		29,427		765,086	·12
1948						
January.....	19‡	19	12,729‡	12,729	135,835	·17
February.....	8	14	1,858	11,058	140,130	·17
March.....	9	15	1,360	3,845	57,133	·07
April.....	12	18	2,152	4,678	51,269	·06
May.....	13	22	1,157	3,204	39,754	·05
June.....	16	29	2,048	3,804	34,337	·04
July.....	13	26	6,368	8,338	77,588	·10
August.....	18	31	2,046	7,617	110,625	·14
Cumulative totals.....	108		29,718		646,671	·10

* Preliminary figures.

‡ Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to August, 1949				
MANUFACTURING— <i>Boots and Shoes (Leather)—</i> Shoe factory workers, Toronto, Ont.	1	137	1,000	Commenced July 25; alleged delay in negotiations for a new agreement providing for increased wages; terminated August 10; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
<i>Printing and Publishing—</i> Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	41	(3) 859	(3) 19,000	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; untermi- nated.
<i>Metal Products—</i> Metal factory workers, Hamilton, Ont.	1	19	450	Commenced May 25; alleged discrimination in dismissal of three workers, and for union recognition and agreement; untermi- nated.
TRANSPORTATION— <i>Other Local and Highway—</i> Taxi drivers, Saskatoon, Sask.	3	16	270	Commenced July 24; for a new agreement providing for increased wages, etc., as recommended by conciliation board; terminated August 19; reference to arbitration; com- promise.
<i>Water—</i> Seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports.	.....	120	2,500	Commenced March 22; for a union agreement providing for increased wages, reduced hours, changes in working conditions, preferential hiring arrangements, etc., follow- ing reference to conciliation board; employment conditions no longer affected by the end of August; indefinite.
Strikes and Lockouts Commencing During August, 1949				
MINING— Iron ore miners, Bell Island, Nfld.	1	(4) 1,300	3,900	Commenced August 1; delay in application of 8-hour day to under- ground workers; terminated August 4; negotiations; in favour of workers.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Candy factory workers, Montreal, P.Q.	1	640	640	Commenced August 1; protest against change to two shifts per day with alleged reduction in earnings; terminated August 1; reference to arbitration; in favour of workers.
<i>Tobacco and Liquors—</i> Soft drink factory workers, Windsor, Ont.	1	86	1,975	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check-off, seniority, etc., following reference to conciliation board; untermi- nated.
<i>Textiles, Clothing, etc.,—</i> Textile products factory workers, St. Lambert, P.Q.	1	73	219	Commenced August 29; for union recognition and agreement with increased wages and other changes; untermi- nated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA DURING AUGUST, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During August, 1949				
MANUFACTURING—Con.				
Miscellaneous Wood Products— Wood products factory work- ers, New Westminster, B.C.	1	37	60	Commenced August 30; for a new agreement providing for increased wages as recommended by concili- ation board; untermiated.
Metal Products— Steel and enamelled prod- ucts factory workers, Hespeler, Ont.	1	121	1,650	Commenced August 12; for a new agreement providing for a greater increase in wages than recommen- ded by conciliation board; untermi- nated.
Steel drum factory workers, Hamilton, Ont.	1	20	115	Commenced August 24; for a union agreement providing for increased wages; untermiated.
Metal factory workers, Toronto, Ont.	1	184	650	Commenced August 26; for imple- mentation of unanimous report of conciliation board for increased wages and union security in new agreement under negotiations, plus wage increase retroactive to June 1; terminated August 31; conciliation, provincial; compromise, wage in- crease retroactive for four weeks.
Non-Metallic Minerals, Chemi- cals, etc.— Chemical factory work- ers, Bishopric, Sask.	1	38	600	Commenced August 11; for a new agreement providing for increased wages; untermiated.
Chemical factory workers, Calgary, Alta.	1	125	1,750	Commenced August 15; for imple- mentation of award of arbitration board providing for increased wages in new agreement under negotiations; untermiated.
Miscellaneous Products— Toy factory workers, Montreal, P.Q.	1	74	148	Commenced August 17; protesting dismissal of seven workers for cause; terminated August 18; return of workers; in favour of employer.
CONSTRUCTION—				
Buildings and Structures— Shinglers, Victoria, B.C.	1	(5) 27	14	Commenced August 6; for increased wages, and protest against lay-off of three union workers; terminated August 6; reference to conciliation board; in favour of workers.
Carpenters and building trades workers, St. John's, Nfld.	.....	600	300	Commenced August 31; for a new agreement providing for increased wages and other changes; untermi- nated.
TRADE— Department store clerks, New Westminster, B.C.	1	65	210	Commenced August 27; for a union agreement providing for increased wages and other changes, as recom- mended by majority report of conciliation board; untermiated.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

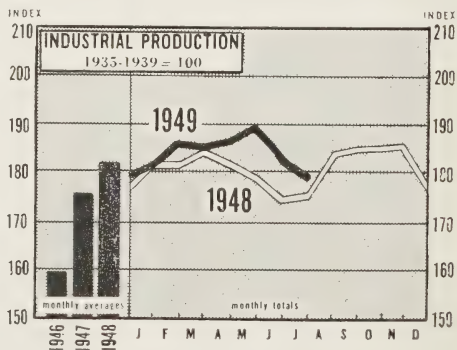
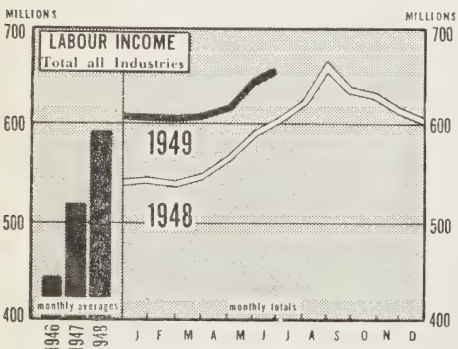
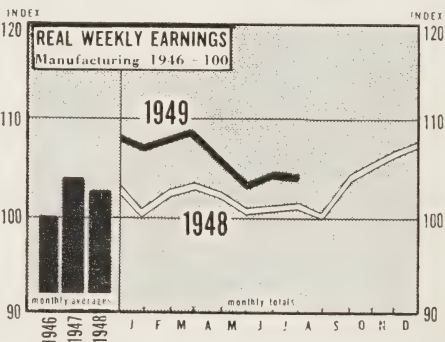
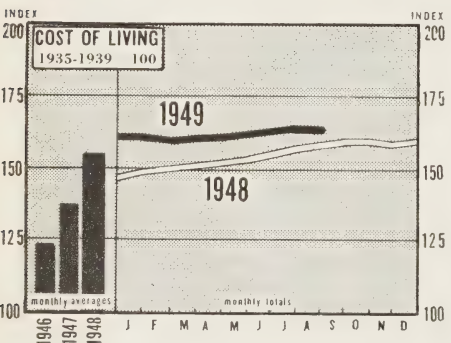
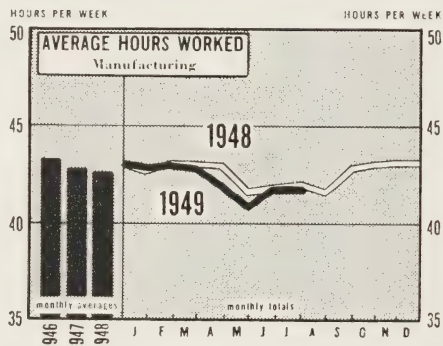
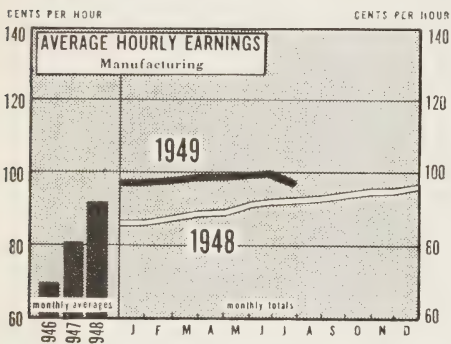
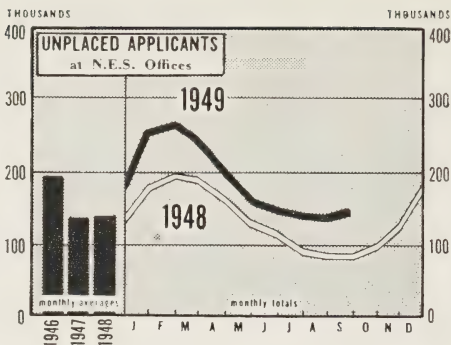
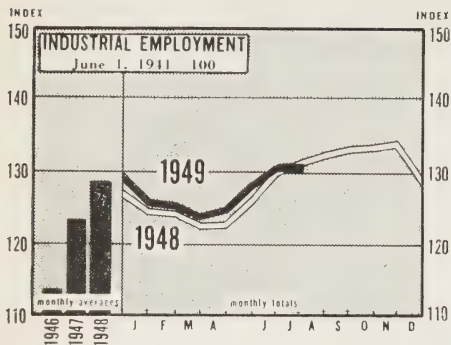
(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) Workers involved in Ontario—569, time loss—13,000 days;
Workers involved in Quebec—290, time loss—6,000 days.

(4) 200 indirectly affected; (5) 28 indirectly affected.

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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

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Volume XLIX
Number 11
November
1949

The Labour Month in Brief

Employment held up well during the autumn months, continuing close to the record levels of 1948. Time loss from industrial disputes was comparatively low. Two significant factors—devaluation and the strike in the United States steel industry (see p. 1339)—had not yet had an appreciable effect on the economy.

Employment

Good weather helped to maintain favourable employment conditions during September and October. Construction activity was strong. Farm work had passed its summer peak and casual help was re-entering the employment market. Logging offered alternative employment at this time although operations this year were on a much-reduced scale compared with other post-war years.

Although only a very small proportion of the labour force was without jobs, unemployment was higher than last year in most regions, the exception being the Prairie region where conditions were particularly buoyant.

The number of unplaced applicants for employment registered at offices of the National Employment Service was 156,745 at October 20, as compared with 98,602 a year earlier. At October 1, 1949, the total was 143,000; at the same period there were 83,525 ordinary claimants on the live unemployment insurance register, as compared with 44,761 at October 1, 1948.

The Dominion Bureau of Statistics index of industrial employment was fractionally below the record levels of 1948 at both August 1 and September 1. The index (base 1926=100) rose from 199.7 to 201.0 between the dates indicated, as compared with 200.9 and 201.8 at the corresponding dates last year. The Bureau's survey showed a continued steady rise in earnings, however.

Industrial Relations

In recent months there has been relatively little time loss as a result of industrial disputes in Canada. Based on the number of non-agricultural wage and salary workers in Canada, the time lost in September, 1949, amounted to .08 per cent of the estimated working time, as compared with .04 per cent in August, 1949; .14 per cent in September, 1948; .11 per cent for the first nine months of 1949; and .10 per cent for the first nine months in 1948.

Preliminary figures for September, 1949, showed 22 strikes and lockouts in existence, involving 8,211 workers, with a time loss of 66,580 man-working days, as compared with 19 in August, 1949, with 4,541 workers involved and a time loss of 35,451 man-working days. In September, 1948, there were 31 strikes involving 11,619 workers with a time loss of 112,759 days.

Three work stoppages accounted for 75 per cent of the total time loss in September, 1949. These were of lithographers at London, Hamilton, Ottawa, Toronto and Montreal, carpenters and building trades workers at St. John's, Nfld., and salmon fishermen, tendermen, etc., in British Columbia.

During October there was a strike of rubber workers in Toronto; and towards the end of the month a dispute at General Motors, Oshawa, involved 5,400 workers, the largest number to be affected by any single work stoppage during 1949.

In the field of industries coming within the jurisdiction of the Federal Government, industrial relations were generally harmonious.

However, late in September and early in October, the Labour Department's conciliation services were invoked in connection with disputes between Canadian railway systems and various railway labour organizations. The unions were requesting a 5-day, 40-hour week without a reduction of take-home pay, and a general wage increase (7

cents an hour in the case of the international unions, and 10 cents per hour in the case of unions affiliated with the Canadian Congress of Labour, which also sought a compulsory check-off of union dues).

Prices

A gradual downward movement of wholesale prices, in evidence since the first of the year, and interrupted only in July, continued in September. The Bureau of Statistics general index, on the base 1926=100, stood at 155.4 as compared with 155.5 a month earlier, and 158.4 a year ago. The index number of wholesale farm product prices was 145.7 as compared with 146.0 in August and 149.7 in September last year.

The Bureau's cost-of-living index declined from 162.3 at September 1 to 162.2 at October 1. This placed the index 2.6 points above the level of a year ago, as contrasted with an advance of 17.4 points recorded between October 1, 1947 and October 1, 1948. The tenth of a point decline during September was caused mainly by decreases in foods which more than counter-balanced increases for coal, coke and gasoline. The latter followed the establishment of a premium on the United States dollar.

The food index decreased from 207.0 to 205.0 as slight price reductions were registered for beef, lamb, pork, eggs, oranges and both fresh and canned vegetables. These over-balanced small increases in butter, lard, coffee, and lemons. The only other group index to show a decrease was home furnishings and services, which moved from 167.4 to 167.2, principally due to a decline in the average price of radios. Higher prices for United States anthracite coal and coke were sufficient to raise the fuel and light index from 130.1 to 134.1. The clothing index advanced 0.6 points to 184.1. Increases in men's winter overcoats and rubbers were largely responsible. The index of miscellaneous items moved from 128.9 to 130.2 reflecting increases in gasoline and Montreal street car fares. The rent index remained unchanged at 123.9.

Hours and Earnings

Average weekly wages of hourly-rated wage-earners employed by leading manufacturing establishments at August 1 stood at \$41.44 as compared with \$41.42 at July 1 and \$39.03 at August 1, 1948.

The average hourly earnings declined one-fifth of a cent from the all-time maximum figure of 99.1 cents recorded at June 1 and July 1 this year. Wage-rates showed further increases in the primary iron and steel and certain other industries.

Shorter working hours in the relatively highly-paid durable goods industries, together with lower production bonuses during the vacation period, the employment of larger numbers of relatively unskilled seasonal workers and other factors, however, offset the effect of these increases, producing the first decline in the average hourly earnings indicated since March 1, 1946.

The average hours of work during the week ending August 1 was 41.9 as compared with 41.8 hours in the week of July 1 and 42.1 hours a year earlier.

Retail and Wholesale Trade

Sales volume of Canada's retail stores was down three per cent in August from July but, at \$645,000,000, was 7.5 per cent higher than a year ago. The margin of gain over last year has been between five and eight per cent for the greater part of this year. In the first eight months of 1949, sales reached a total of \$4,859,000,000, seven per cent greater than the 1948 total of \$4,536,000,000 for the same period.

Apparel merchants reported a reduction in sales volume from August last year, as did coal and wood dealers. Otherwise the trades for which separate estimates are obtained recorded advances over August last year.

Motor vehicle dealers were again to the fore when sales gained 29 per cent over August, 1948. Two other trades, garages and filling stations, and appliance and radio stores, reported sales gains exceeding the national average.

Particular gains in retail trade were reported by the two provinces of Saskatchewan and Alberta.

Dollar sales of wholesalers moved higher in August, standing 11 per cent above July, and seven per cent in advance of August last year. Cumulative sales for the first eight months of this year were five per cent in excess of sales in the corresponding period last year. The general unadjusted index of sales, on the base, average for 1935-39=100, stood at 316.9 for August, 284.9 for July and 296.7 for August, 1948.

Inventories

The value of inventories held by manufacturing industries appears to have declined during August, the preliminary index standing at 129.5 per cent of the average 1947 value as against 132.4 at the end of July. This is four per cent below the high reached in February, but two per cent above the level of August, 1948.

NOTES OF CURRENT INTEREST

Federal labour legislation effective in Newfoundland

Hon. Humphrey Mitchell, Minister of Labour, tabled an Order in Council in the House of Commons on September 16 which provided for a proclamation declaring that the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act be applied in Newfoundland.

Under the terms of Union of Newfoundland with Canada it was provided that Federal legislation should come into force by Act of Parliament or proclamation issued from time to time.

Necessary arrangements having been completed, the Minister said, the Federal labour legislation would come into effect on September 19, 1949, but only in the Federal legislative field covering employees and employers engaged in navigation and shipping, railways, telegraphs, steamship lines, longshore work, air transportation, radio and other activities of an inter-provincial or international nature. Persons engaged in manufacturing and other works or businesses would, as in the case of the other provinces, remain within the jurisdiction of the province of Newfoundland.

Transfers of farm workers for 1949 harvests

International and inter-provincial movements of farm workers to facilitate the harvesting of crops were on a somewhat reduced scale in 1949.

Among the reasons for the decline in international transfers was the increase in the number of American combines, together with closer inter-state co-operation of farmers to replace the Canadian equipment brought in in former years. There was also a better supply of local labour in the western states.

On the Canadian side, partial crop failures in Saskatchewan and Alberta and intense local recruiting campaigns, made it possible to reduce the number of workers brought in from the other provinces and the United States.

The movement of women from Alberta to British Columbia to help with fruit picking fell off, indirectly as a result of the British Columbia floods of 1948, which reduced the fruit crop areas in 1949.

There were transfers of potato pickers from New Brunswick to Prince Edward Island and apple pickers to the Annapolis valley of Nova Scotia to harvest the autumn crops.

The Immigration and Farm Placements Branch of the Department of Labour, working in co-operation with the provinces under the Dominion-Provincial Farm Labour program arranged for the following transfers of workers: Sugar beet workers from Saskatchewan to Montana, 250; Tobacco workers from U.S.A. to Ontario, 1,900; Potato pickers from Quebec and New Brunswick to Maine, 1,348; Potato pickers from Manitoba to North Dakota, 500; Harvesters from Quebec and Ontario to Prairie Provinces, 975; Prairie farm workers to Ontario for haying and early harvest, 689; Farm workers from Maritime Provinces to Ontario for haying and early harvest, 500; Fruit pickers from Prairie Provinces to British Columbia, 160.

Consideration of benefits for time lost through illness

In reply to a question from Mr. Stanley Knowles, Member for Winnipeg North Centre, Mr. Paul E. Côté, Parliamentary Assistant to the Minister of Labour, stated in the House of Commons on October 3 that the matter of amending the Unemployment Insurance Act "so as to make it possible for a recipient of unemployment insurance benefits to continue to receive such benefits even though he becomes ill after being awarded the same," was "still under consideration, and an actuarial expert is reviewing same."

Mr. Côté indicated that requests for such an amendment had been received from trade union organizations and other bodies, but not from unemployment insurance advisory committees.

Union dues not deductible from income tax

Statements by the Hon. Douglas Abbott, Minister of Finance, and the Hon. J. J. McCann, Minister of National Revenue, in the House of Commons on September 27, set forth the present position in respect of union dues and income tax.

The Exchequer Court of Canada had ruled last June that a Winnipeg movie projectionist was entitled to deduct his 1945 union dues from his income in computing his income tax for that year (L.G., Sept., 1949, p. 1083).

Referring to this decision, Mr. Stanley Knowles, Member for Winnipeg North Centre, inquired in the House of Commons on September 16: "What action will the

Government take to provide for the allowing of trade union dues as a deduction from taxable income for income tax purposes?"

In reply, Mr. Abbott noted that the Exchequer Court had also ruled, in two previous cases, that fees paid to professional organizations were deductible by lawyers, even though they were receiving salary income.

Following these previous decisions, he said, "the Income War Tax Act was amended in 1948 to bring it into line with the previous general interpretation of the law, namely, that wages and salaries were net income for tax purposes. The law as amended in 1948 to conform with previous practice was carried forward into the new Act."

Thus union dues—as well as dues paid to professional organizations by salaried lawyers—are now not deductible for income tax purposes.

Mr. McCann pointed out that the Exchequer Court's judgment in the case of the Winnipeg movie projectionist was in respect of the 1945 taxation year. "In respect of claims by taxpayers for that year, and for the years 1946 and 1947, which are not statute barred, the Department will make adjustments in accordance with the Exchequer Court decision," he said.

This ruling, however, will affect only persons whose appeals are pending on income taxes payable for the years in question, or whose time for appeal in respect of income tax assessments for such years has not expired.

Commons rejects bill on meat packing industry

A bill to "declare the meat packing industry works for the general advantage of Canada" was introduced in the House of Commons on September 26 by Mr.

Alistair Stewart, Member for Winnipeg North. The purpose of the bill, Mr. Stewart explained, was "to make that part of the meat packing industry which carries on operations in two or more provinces subject to section 53 (g) of the Industrial Relations and Disputes Investigation Act," and thus enable the industry to negotiate on a national basis in matters of collective bargaining.

In support of the bill, he pointed out that during the war, and the transitional post-war period, the federal Department of Labour had extended its conciliation services successfully in the settlement of disputes in the industry; but that jurisdiction had since been returned to the provinces, and although collective bargaining in the industry was conducted on a

national basis, there was now no national authority to which the packing house workers could apply for help in arriving at a settlement, and the union "was compelled to go to eight different provinces."

Several of the Members who spoke against the bill questioned its constitutionality. In particular, the Hon. Humphrey Mitchell, Minister of Labour, stated: "The advice that I have from the officers of the Department of Justice is that the declaration as proposed and framed in this bill is open to very serious objections as to its validity."

Mr. Paul Côté, Parliamentary Assistant to the Minister of Labour, stated that federal labour relations legislation provided (Section 62) for Dominion-provincial collaboration in cases where the importance of a dispute was nation-wide. He suggested that "the best way to achieve a reasonable degree of unity in labour relations" was "through a process of consultation and co-operation with the provinces."

Mr. Mitchell stated that "even if the legislation were valid, and even though I were in agreement with the views of the member who has proposed this bill, that the meat packing industry should in the matter of labour relations be under the jurisdiction of parliament, I would still vote against the bill as being the wrong method of procedure to achieve the desired purpose."

He declared that "if and when there is agreement, that jurisdiction in matters relating to labour relations in the meat packing industry should be vested in this parliament, the proper method to follow is by amendment to the British North America Act, as was done prior to the enactment of the unemployment insurance legislation."

On October 6 the motion was negatived by a vote of 172 to 10.

Government measures to increase housing

A statement on housing was made in the House of Commons on September 21 by the Hon. Robert H. Winters, Minister of Reconstruction and Supply.

Mr. Winters said that even at the present record rate of approximately 100,000 units a year, new housing "is barely keeping up with current needs and making no important inroads into the backlog." Among the factors contributing to a continuing need for a large annual supply of residential units, he said, are the high level of economic activity, increase in population, rapid growth of family formations, immigration, and obsolescence of existing housing units.

Mr. Winters said that, constitutionally, housing was primarily a matter for the provinces and municipalities. However the federal Government believed "that any effective solution must involve the fullest co-operation among all levels of government, as well as industry."

Mentioning his recent conversations with the various provincial governments about housing, the Minister then proceeded to outline various measures by means of which it was hoped to remedy the situation.

In the first place Mr. Winters announced that the Government would seek amendments to the National Housing Act to encourage home ownership by cutting the down payment required of home owners approximately in half.

Secondly, steps would be taken to provide assistance to co-operative building projects.

A further important proposal would enable the Dominion to enter into agreements with the provinces for publicly sponsored housing projects. Mr. Winters emphasized that the "most economical source of new housing had been and would be from private endeavour." He said that "only to the extent that housing needs are not being met is it proposed that the Dominion and provinces will enter the field."

However the housing deficit was so great in certain municipalities as to require that projects be sponsored by the Dominion and the province, although "care must be exercised to ensure that such projects do not reduce the flow of new housing by private endeavour."

"These projects," Mr. Winters said, "may take the form of the assembly of land and services to enable an increased volume of housing by private builders. They may take the form of the Dominion and province proceeding with moderate priced houses for sale to home owners. They also may take the form of rental projects, in which event the Dominion and the province would seek local management for the completed project. . . .

"In developing a project each of the two senior governments would be responsible for those operations which they are best able to handle. The province would see to the acquisition of the land and make arrangements for services. The province would receive requests from municipalities and other bodies for public assistance in housing. This meets the wishes of the provinces, and it is appropriate that they should deal directly with their own municipalities.

"The Dominion as its share of the joint undertaking would see to the planning, design and construction of the projects. It is recognized that a number of operations

within the spheres of the Dominion and the province will overlap. For that reason it is contemplated that there would be joint management of the development of each project by the Dominion and the province. Generally each partner would contribute managerial assistance within its own sphere.

"Funds for the financing of each project would come 75 per cent from the Dominion and 25 per cent from the province."

Mr. Winters said that legislation to enable the Dominion to enter into these arrangements with the provinces would be brought forward at the present session so that the provinces which need legislative authority to join with the Dominion might bring the matter before their legislatures as soon as possible.

He continued: "I cannot forecast whether all provinces will find the Dominion proposals acceptable.

"But I can say that without exception provincial premiers and ministers have discussed these proposals, as well as other alternatives, in a most friendly way with a determination to improve housing conditions. There is indication that they consider these proposals to be reasonable and it is my hope that most of the provinces will see fit to join with the Dominion in its effort to meet the shortage of housing in Canada."

1949 housing construction shows gain over 1948

Proposals for construction of residential buildings in the first six months of 1949 showed a gain of 30 per cent in completed houses over the same period last year, and a smaller increase in houses under construction, according to survey estimates by the Dominion Bureau of Statistics.

The number of dwelling units completed in the period was 39,726 as against the cumulative total of 30,528 for the first half of 1948 while the starts totalled 40,199 as compared with 39,768 a year earlier. The estimated number under construction at the end of June was 56,787, slightly higher than the 56,456 at the beginning of the year.

Ontario completed the largest number of dwelling units during the six months' period, totalling 14,059 as compared with 11,784 in the like period of 1948, followed by Quebec with 10,756 units compared with 7,688, British Columbia 4,905 (4,543 in 1948), Prairie Provinces 7,693 (5,008), and the Maritime Provinces 2,313 (1,505).

Among the larger metropolitan areas there were 8,967 units under construction in Montreal at the end of June (8,746 at the beginning of the year), Toronto 5,153 (4,875), Vancouver 4,160 (4,630), Winnipeg 1,858 (2,084), and Hamilton 1,172 (1,224).

**Employers
urge changes
in B.C.
strike vote
procedure**

Proposals for changes in the procedure followed in taking strike votes were submitted recently to the British Columbia Labour Relations Board by 14 employer organizations of

that province.

According to *Industrial Canada*, the official publication of the Canadian Manufacturers' Association, the submission suggested that the wording of ballots used in taking strike votes should be uniform, as brief and concise as possible and that "they definitely should not be worded in such a manner as to, intentionally or otherwise, influence the voting."

Instances were given in which, it was claimed, ambiguously-phrased ballots had led to confusion and misunderstanding in the taking of such votes.

It was suggested too, that in order to avoid undue influence by either side, "there should be a 24-hour period prior to the taking of the vote in which neither employer nor labour organization should be allowed to issue or distribute any propaganda among prospective voters. . . ."

As to the timing of the taking of supervised votes, it was recommended (a) that provision should be made for "application (for the vote) to be made within a stated period" after the conclusion of conciliation or arbitration proceedings, and (b) that following the Board's permission for the taking of a vote, similar provision be made to have it taken within a stated time. In general, it was held that there should be "a tightening up, so that the strike vote may be taken as nearly as possible after its authorization."

Referring to the eligibility of voters, it was argued that the intent of the Provincial Industrial Conciliation and Arbitration Act was that not only those employees who are members of the bargaining agent, but "all employees affected by the issue on which the strike vote is being taken should have the right to vote." It was contended further, that "every consideration of fairness and impartiality suggests that both parties at interest should have the right to appoint scrutineers for the taking of the secret supervised strike votes" and it was requested that the regulations in this regard be amended accordingly.

**Farm wages
decline
during
August**

Average wages for male farm help for Canada as a whole, according to the Dominion Bureau of Statistics, showed a general downward trend in August for the first time since the inception of the

current farm wage survey in 1940 by the Bureau. With the exception of Prince Edward Island, this downward trend was evident in eastern Canada for both daily and monthly rates. While daily rates in the West continued to rise, the direction of monthly wages was somewhat varied.

With board provided by the employer, the average farm wage-rate per day for all Canada was \$4.35 at August 15 as compared with \$4.40 at the same date in 1948 and \$4.13 in 1947. By provinces, rates ranged from \$3.14 in Prince Edward Island to \$5.51 in Saskatchewan. Without board, the average daily rate decreased to \$5.29 from \$5.44 a year earlier, and compares with \$5.17 in 1947, rates being below 1948 levels in Nova Scotia, New Brunswick, Quebec and Ontario.

The average monthly rate with board for all provinces amounted to \$84.92 compared with \$86.79 in 1948 and \$82.75 two years ago, rates ranging by provinces between \$59.09 in Prince Edward Island and \$92.69 in Saskatchewan. There were declines from a year ago in Prince Edward Island, New Brunswick, Quebec, Ontario and British Columbia. When workers provided their own board, the average rate for men hired by the month was \$114.96 as against \$116.67 in August last year and \$109.03 in August, 1947. In this case, all provinces were lower except Manitoba and Saskatchewan.

**Labour
library an
important
national
asset**

One of the first administrative acts of the Department of Labour, following its organization in 1900, was to set up a labour library. At the outset, the library contained little more than government "blue books" and pamphlets on industrial and labour conditions in English-speaking countries and some of the countries of Europe, as well as similar publications from private societies. However, a start was made, almost at once, to purchase standard texts on labour and economic subjects. At the end of the first year the library contained some 2,500 volumes and reports. By 1908, the number had increased to 8,500.

In recent years the library has been growing by the addition of an average of about 3,000 volumes annually and at the present time contains 120,000 books, reports and pamphlets, dealing with almost every phase of labour and industry. It is also, perhaps, the only storehouse in Canada for the great mass of Canadian and American trade union publications. On its shelves are bound volumes of more than 150 labour periodicals, some dating back to 1872. Each year about 900 annual reports from govern-

ments, unions, companies and other organizations, including the ILO, are added, and a start has been made on an historical collection on the labour movement in Canada.

During the early years of the century, the chief function of the library was to provide a source of reference for the staff of the Department, but it soon became a public circulating and reference library. This latter function has grown with the years. A steady flow of reference material—material which in many cases calls for extensive research by the library staff—is sent out in bibliographical form, or by direct loan, without charge. In 1948, the library dealt with hundreds of requests from many parts of Canada, Great Britain, the United States and other countries.

Each month the LABOUR GAZETTE publishes a select list of new books and pamphlets received by the library, all of which are available to the public on loan. Books are loaned without charge, usually for a period of one month. If, however, the books requested are in great demand the loan period is, of necessity, shortened. Students must borrow books through the libraries of their schools or universities.

Provincial Labour Standards, 1949

The 1949 revision of the bulletin, *Provincial Labour Standards*, which has been issued annually since 1944, is now available. Copies may be obtained from the Legislation Branch, Department of Labour, Ottawa.

This bulletin sets out the standards which are in effect in the provinces of Canada with respect to child labour, holidays, hours of work, minimum wages, weekly rest-day and workmen's compensation. Legislative standards in effect in the province of Newfoundland are included.

One of the principal changes since August, 1948, is the establishment, by a new Hours of Work Act in Manitoba, of maximum hours at eight and 48 (eight and 44 for women) in factories and shops in the chief industrial areas of the province, unless time and one-half is paid after those limits.

Weekly hours in Alberta coal mines have been lowered by regulation from 48 to 40 hours.

During the year, minimum wage rates were raised for both men and women in Manitoba and Saskatchewan and for women in Alberta. In Manitoba, the weekly rate for women in cities is now \$19.50, and for women in rural areas, \$18.50. The rate for men is 50 cents an hour. In Saskatchewan, rates for full-time workers of both sexes

were raised from \$18.50 to \$21 in cities and larger towns, and from \$16 to \$18.50 in smaller places. The minimum for women in Alberta was raised, effective October 1, 1949, from \$18 to \$20 a week.

In the field of workmen's compensation, the benefits provided under the new Workmen's Compensation Act of Prince Edward Island are noted. This Act was proclaimed in force on July 1, 1949. In Ontario, the maximum compensation payable in death cases is now the average monthly earnings of the workman. Heretofore, compensation might not exceed two-thirds of such earnings. Further, where a workman is disabled, the basic rate of compensation has been increased from 66½ to 75 per cent of his average earnings. The maximum yearly earnings on which compensation is reckoned were also increased from \$2,500 to \$3,000.

Higher benefits were granted in Nova Scotia and Saskatchewan, the former with respect to children and the latter in cases of total disability. In Nova Scotia, maximum earnings on which compensation is based are now \$2,500 instead of \$2,000. Benefits under the Newfoundland Workmen's Compensation Act which is an individual liability statute are not set out in the tables.

Ontario definition of trade union membership

The Ontario Labour Relations Board on August 12, 1949, issued a statement of policy with reference to the interpretation of the phrase "members in good standing" which occurs in Section 7 of the Regulations made under the Ontario Labour Relations Act, 1948. In effect this statement defines what constitutes trade union membership for the purposes of application for certification.

The Board has ruled that each employee must have paid on his own behalf at least one dollar for initiation fee or monthly dues or have indicated his assumption of responsibilities of membership by presenting himself for initiation or taking the members' obligation or by doing some other act which, in the opinion of the Board, is consistent only with membership.

The official ruling reads as follows:—

The Ontario Labour Relations Board considers it advisable to set forth, for the guidance of those who may be concerned with future applications for certification, its views as to the general nature of the evidence which should support the claim made by an applicant pursuant to regulation 7 (1) of the Regulations made under The Labour Relations Act, 1948.

In support of applications for certification filed on and after September 1, 1949, the Board will require an applicant for

certification to adduce evidence that each employee claimed to be a member in good standing of the applicant has

- (1) applied for membership in the applicant, and
- (2) (a) indicated his assumption of the responsibilities of membership by paying to the applicant, on his own behalf, an amount of at least \$1 in respect of the prescribed initiation fee or monthly dues of the applicant, or
- (b) indicated his assumption of the responsibilities of membership by presenting himself for initiation or by taking the members' obligation, or by doing some other act which, in the opinion of the Board, is consistent only with membership in the applicant, and
- (3) been accepted into membership by the applicant.

British transport under first year of nationaliza- tion

On December 31, 1948, Britain's transport system completed its first year of operation under public ownership. The Transport Commission's report, recently released for distribution, shows that, "after meeting interest and other central charges including certain special or non-recurring charges such as preliminary organization expenses and the statutory provisions for redemption of capital," there was an adverse balance at the end of the year of £4.7m. The position is described as "unsatisfactory". It had been expected, the report says, that sufficient would have been earned to "put on one side a contribution towards enhanced replacement costs and an allocation to General Reserve."

Main items in the deficit were a loss in revenue of £1.7m. and capital redemption charges amounting to £2.5m.

Referring to the prospects for 1949, the Commission reports that the trends of traffic receipts and of expenditure in 1949 hold out no hope that the immediate future is likely to show better results, "at any rate with the existing level of fares, rates and charges. Since 1948, when prices were already rising, there have been further increases in costs, notably of wages, coal and steel. The net result is that a further marked deterioration of the working results is inevitable in 1949."

Discussing its fares and charges policy, the Commission states that it has been reluctant to increase charges so long as unexpected increases in costs did not add too heavily to their burden. "A general increase in railway rates, indiscriminately applied, might not benefit railway traffic and revenues and would tend to increase the cost of production. But it is not possible that any undertaking which is to pay its way should submit to constant

increases in the cost of the services and commodities which it needs and yet refrain indefinitely from raising its prices to its customers." Standard charges, it is shown, were only 55 per cent above pre-war level on the railways, 30 per cent in the case of London Transport (buses and underground), and virtually at pre-war level in the case of provincial and Scottish bus lines.

On the subject of relations with the staff, the Commission says that it has, from its establishment, regarded this as a matter of the highest importance. Early opportunity was taken to meet leaders of trade unions, it is reported, and the Commission has "emphasized" to all its Executives the importance of consulting with the staff on matters affecting them or of common interest. "It is the Commission's consistently expressed desire that the staff should be brought into consultation at all levels. . . ." In implementation of this policy, and with the concurrence of the principal trade unions, towards the end of 1948 the British Transport Joint Consultative Council was established, consisting of members of the Commission, representatives from the five Executives, and representatives of five trade unions.

The Railway Executive, it is stated, "expects" from the unions "their collaboration in a substantial reduction in the number of staff employed, a review having revealed that after adjustments to reflect changes in conditions, some 26,000 were employed on the railway in excess of requirements." This figure, it is explained, is based on the difference between the number of staff in July, 1948, and the number in March, 1938, increased by 12½ per cent to cover the shorter working week, extended holidays and increases in work.

The policy of establishing the "closest practicable co-operation with the unions" is re-stated in the section dealing with the operations of the Railway Executive. "The relations with the trade unions continued, on the whole, on the good level established in the past," the report says, "and there were no major stoppages of work during the year." The 37 "minor" labour disputes which occurred involved stoppages of work varying in length from a few hours to 23 days (excluding Sundays), resulting in a loss of 22,600 man-days.

Whole-time members of the Commission, which number five, include the former General Secretary of the National Union of Railwaymen, Mr. John Benstead, C.B.E. The Commission is concerned mainly with policy-making and directing. Administration and operation are the responsibility of the Executives of each of the five branches

of transport—railways, road transport, London Transport, docks and inland waters, and hotels.

The Commission's 424-page report describes the organization which has been set up, and gives an account of the first steps which have been taken toward providing "an efficient, adequate, economical and properly integrated system of public inland transport and port facilities for passengers and goods." Some 200 pages are taken up with financial statements and statistical data.

Disputes over pension plans in U.S.A.

A series of important recent industrial disputes in the United States have concerned the matter of industrial pension and welfare plans. Early in October some 500,000 steelworkers and 380,000 bituminous coal miners were on strike over this issue, which was also an important factor in disputes in the automobile, aluminum and rubber industries.

In the coal industry, a pension and welfare plan was first provided for in May, 1946, under an agreement reached between the United Mine Workers of America and the United States Government which had temporarily taken control of the mines to bring about a settlement of the dispute. The plan was to be financed by the operators by a royalty of five cents on every ton of coal mined. The next year, after negotiations, the royalty was doubled, and in 1948 it went up to 20 cents a ton. The fund was administered by a three-man board; and payment of pensions to retired coal miners at the rate of \$100 a month commenced in September, 1948 (L.G., 1946, p. 721; 1947, p. 1099; 1948, pp. 829, 1212).

In negotiating for a new contract this year, the Mine Workers' president, John L. Lewis, reportedly sought among other things a higher contribution from the operators to the welfare and retirement fund. When the old contract expired on June 30, Mr. Lewis instructed most of the miners to work only three days a week until further notice; and some of the southern operators stopped paying royalties on production. On September 16, Mr. Lewis, as chairman of the Welfare Fund's trustees, announced temporary suspension of welfare payments because of diminished revenues. A strike started on September 19 involving 480,000 soft and hard coal miners. However, two weeks later 80,000 northern anthracite miners and 22,000 western bituminous miners returned to work. Operators of these mines had continued their payments to the fund.

In the steel industry, a certain number of pension plans have existed for some time in individual establishments, but there has been no adequate coverage of the industry as a whole. Stimulus was given to the idea of collective bargaining over pension plans in 1948 when the National Labour Relations Board ruled that it was an unfair labour practice for the Inland Steel Corporation to refuse to negotiate on pension plans, thus confirming that such plans were a fit subject for collective bargaining (L.G., July, 1948, p. 700).

This year the United Steelworkers of America requested the industry to bargain on pension and wage demands totalling 30 cents an hour. The U.S. Steel Corporation, the largest producer, which generally sets the pattern for negotiations in the industry, was already contributing about 2 cents an hour to group pension plans, and agreed to pay 2½ cents an hour per employee for health insurance if the workers would contribute the balance. When the industry and the union by July, 1949, had failed to find an area of agreement, President Truman obtained the consent of both sides to a 60-day truce while a special three-man fact-finding Board investigated the dispute. In agreeing to this proposal the companies stipulated that they would not be bound by the Board's recommendations.

On September 10 the Board made public its recommendations which in brief were for a company-financed pension and welfare plan equal to 10 cents an hour, and no wage increase. (A summary of the Board's report appears below.)

The union accepted the Board's recommendations as a basis for a settlement, but the companies took exception to the recommendation that the pensions be non-contributory. During negotiations later in the month, the U.S. Steel Corporation offered to meet the 10-cent pension and welfare "package" recommended by the Board, provided that employees made a supplementary payment of their own.

On October 1 a strike commenced covering most of the industry with the exception of certain plants which made settlements on the basis of the Board's report.

In the automobile industry, the Ford Company, after long negotiations with the United Automobile Workers, agreed to a 10-cent pension and welfare "package", providing a pension of \$100 a month, including Government social security benefits, after 30 years of service. As the LABOUR GAZETTE went to press, word was received that this agreement had been ratified by the membership of the union by a substantial majority (see p. 1341).

Following a 35-day strike, the B. F. Goodrich Company agreed with the United Rubber Workers on a similar 10-cent "package", with no increase in wages.

**Steel
Industry
Board
recommends
pensions**

A report on the dispute between the United Steelworkers of America (CIO) and companies of the basic steel industry in the United States, was submitted to President Truman on September 10 by the three-member fact-finding board he had appointed to investigate the dispute.

In the matter of the proposed general wage increase, the Steel Industry Board recommended that the union withdraw its request. The Board, however, recommended that both a pension plan and a welfare plan be instituted on a non-contributory basis. The costs to the company, in the opinion of the Board, should not exceed six cents a man-hour for pension provisions and four cents for social insurance benefits. It was estimated that the recommended pensions would, when added to the government old age pension payments, provide approximately \$100 a month on retirement. The details of the plans are stated to be matters for collective bargaining.

These recommendations were qualified to a degree by the Board's suggestion that if the benefits of future economies in production are not passed on to consumers in the form of lower prices, the union might expect a wage increase. While the Board recommended immediate institution of the social insurance plan, it suggested a joint study of the pension plan by the industry and the union. The Board also stated that the plans recommended should be alternatives rather than additions to existing plans.

The Board's reasons for its denial of the proposed wage increases were based on two main inquiries. First, it appraised the earnings of the steelworkers in comparison with other employee groups in the United States. Second, it forecast the probable effects of the proposed wage increase on the economy as a whole.

The Board concluded that the wage of the average steelworker compares favourably with that of other industrial workers. In fact, the Board found no present inequity with respect to wages between the steelworkers and other income-receiving groups in the United States.

The actual rise in steelworkers' earnings between 1939 and 1949 was said to have been exceeded in only four industries. Average hourly earnings of steelworkers had

increased more in cents per hour than those of manufacturing workers generally and of workers in durable-goods industries.

As a means of comparing the wages of steelworkers with the incomes of other groups whose economic welfare depends on steel, the variation in wages and in profits, dividends, and prices were investigated. The Board did not accept the union's contention that the worker's real wage has failed to reflect the changes in labour productivity. The union estimated that productivity in the steel industry had increased about 50 per cent in the past ten years. On the other hand, the Board held that an increase in labour productivity in a single industry should not be reflected wholly in wage increases, but, also in price decreases. Consequently, one criterion adopted by the Board in determining whether the steelworkers should be granted a wage increase was whether or not the productivity of industry generally had increased. Comparing 1940-41 with 1949, the Board concluded that the rise in steelworkers' real hourly earnings had approximated the rise in productivity for the economy as a whole. The Board also reasoned that profits during recent years were not unduly high in comparison with those of pre-war years.

It was also noted that dividends have been only a fraction of total profits in recent years, large amounts having been reinvested by the companies. The Board questioned the policy of financing the modernization and expansion of plant facilities out of profits as opposed to financing through long-term debt and pointed out that larger amounts of recent profits might better have been set aside for dividends, for social insurance, and for pension plans.

Judging by the consumers' price index of the United States Bureau of Labour Statistics, the Board stated that average hourly money earnings in the steel industry have risen more rapidly in recent years than the cost of living. These facts have led the Board to conclude that the income position of the steelworkers has improved over the past decade.

The Board reasoned with respect to the probable effects of a wage increase on the economy as a whole, that stability in prices and an uninterrupted flow of products are desirable goals. The union claimed that a wage advance would increase spending which had declined during the first quarter of 1949. It was, however, indicated that the downward trend of spending during the first quarter of 1949 had been reversed in the second quarter. A wage increase, leading to similar increases in other industries

would, in the opinion of the Board, probably result in instability and interrupted production flows to the disadvantage of the economy.

The social insurance or welfare plan requested by the union included (1) group life insurance; (2) paid-up insurance at the time of retirement or in the event of permanent disability; (3) weekly benefit payments for disability owing to accidents off the job or for sickness; (4) hospitalization service for workers, and in some cases, their wives and dependents; (5) payment of surgical expenses for workers, and in some instances, their wives and dependents.

The Board based its conclusions, in respect to welfare and pension plans, largely on the social desirability of reducing the hazards of modern industrial life for the workers. It was pointed out that it is no longer considered equitable that insecurities of income should be borne entirely by the worker. For this reason, it was added, the Government provides programs of benefits for old age and for unemployment which, in the opinion of the Board, are inadequate. The responsibility for overcoming this inadequacy rests with industry according to the Board.

Although for the most part these conclusions were based on social considerations, it was noted that steelworkers are in an inequitable position respecting matters of social security relative to workers in other industries. Furthermore, in view of the substantial profits of the industry in recent years, the Board considered the companies able to bear the increase in labour costs involved.

The Board, in contradiction to the submissions of the companies, recommended that both welfare and pension benefits be financed entirely by the companies. This was based largely on the contention that a general trend in this direction was in evidence. Additional reasons offered in favour of non-contributory plans were: (1) all employees in a plant would be covered, whereas a contributory plan allows employees, if they so desire, to remain outside the plan; (2) non-contributory plans will not result in a reduction in take-home pay; (3) costs of such plans can be "better integrated into the labour cost structure;" (4) more insurance can be bought for a given number of dollars by the company than by the employee since the former can list such payments as expenses for income tax purposes. Individuals must purchase pensions from their net earnings after taxes.

Summary of proposed Ford pension plan

Negotiations in the United States between the Ford Motor Company and the United Automobile Workers ended at 2 a.m., September 29, with an agreement providing for pensions and social insurance.

The plan was subsequently approved by a vote of the members of the Ford local of the union.

A digest of the pension plan, issued by the company, is as follows:—

On retirement at age 65 with thirty years of service an employee will receive \$100 a month, including Federal Social Security benefits.

Normal retirement will be at age 65, and automatic retirement at age 68 with no increase in benefits after age 65. A "cushioning period" will be provided for employees now approaching 68 or older.

Benefits will be integrated with Social Security benefits. When Federal Social Security benefits are raised, benefits from the Ford retirement fund will be reduced accordingly.

Until Social Security benefits are increased, we estimate that our contributions to the fund will be at the rate of 8½ cents per hour. We are at present contributing about 1½ cents an hour for social insurance purposes.

The pension plan will become effective March 1, 1950, and benefit payments to eligible employees will begin on April 1, 1950.

The pension plan may not be reopened for negotiation until March 1, 1955. At no time prior to that date will either side be required to bargain with respect to the plan, and it is agreed that neither party will resort to a strike, lockout or other economic force or threat of force to change or add to the plan.

Employees with thirty years' service may elect early retirement after 60, with reduced benefits, with the consent of the company.

Employees who do not fulfil the service requirements at normal retirement age of 65 will receive proportionately lower benefits. For instance, an employee retiring with twenty-five years' service at 65 would receive 25/30ths of the \$100 monthly benefit, including Social Security.

Employees may retire for total and permanent disability after thirty years' service at 55 or older with a flat retirement benefit of \$50 a month. The benefit would be adjusted for benefits paid under any disability provision which might be added to the Federal Social Security Act.

The company will retain the sole right to appoint and contract with a qualified bank or trust company as trustee to handle the pension fund and the period of funding past service will be solely up to the company.

A company-union committee will be established to pass upon qualifications of employees for benefits under the plan.

Employees who have left the company since July 16, 1949, and who would have been eligible had the plan been in effect when they left, will receive retirement payments beginning April 1, 1950.

Past service will be based upon seniority, except seniority credited for military service prior to employment by the company. Future

service will be determined on the following basis: one year for each calendar year in which an employee receives pay for 1,800 or more hours; $\frac{3}{4}$ of a year for 1,300 to 1,799 hours; $\frac{1}{2}$ of a year for 750 to 1,299 hours and no credit for any year in which an employee works less than 750 hours.

Communists barred from admission to Maritime union

An amendment to the constitution of the National Maritime Union (CIO), adopted at its seventh biennial convention, held in New York in September, bars from admission to the union all "Communists, Nazis and Fascists."

A second proposed amendment, to expel present members of such organizations already in the union, failed by a narrow margin to receive the necessary two-thirds majority, the vote being 405 to 215.

Chicago printers' strike ended

A 22-month strike of printers against Chicago's five daily papers ended in September when members of Local 16 of the International Typographical Union (AFL) voted approval of an agreement reached between union and company representatives.

The strike began in November, 1947, following the prohibition under the Taft-Hartley Act of the "closed shop", and the union's attempt to retain this kind of security (L.G., May, 1948, p. 421). Wage issues were also involved in the dispute.

The new contract provides a wage increase of \$10 a week, plus what the union describes as "the maximum security possible under the Taft-Hartley law." The publishers recognize Local 16 as the exclusive bargaining agent for their composing room employees, but experienced non-union employees may be hired. The contract provides that any clause which was eliminated from the contract solely because of the Taft-Hartley Act shall "automatically become a part of this agreement, to the extent permitted," if Congress or the Supreme Court sets aside the law or any part of it. Agreement was also reached on a number of other points which had been in dispute.

Large-scale housing program for U.S.

With the passage through Congress in July of the Housing Act of 1949, the United States Government has pledged itself to undertake a large-scale program of slum clearance, low-rent public housing, and farm home improvement.

The program is designed to improve the American housing standard, to provide

further employment and to expand utilization of building materials. Within the next 12 months, according to the U.S. *Monthly Labour Review*, it is anticipated that work will have started on some 50,000 public housing units, and that a beginning will have been made in the clearing of slum areas.

In regard to slum-clearance projects, the Home Finance Administrator is authorized to offer assistance to localities in two ways: (1) by making repayable loans over the next five years, from a billion-dollar revolving fund to finance the capital cost of acquiring, clearing and preparing the sites for appropriate re-use; and (2) by providing grants, not to exceed a half billion dollars, also over the next five years, to share with the local communities (on a 2-to-1 basis) the difference between the costs on the slum-clearance operation and the re-use value for which the land is sold or leased for re-development.

The slum-clearance projects are to be planned and carried out on a local basis, federal assistance being granted only if they conform with comprehensive city plans for over-all re-development of the locality.

Federal financial aid for slum clearance is prohibited unless displaced families are temporarily re-located in suitable houses and later in permanent homes whether within the specified area or outside it. The permanent home must not be located in an area any less desirable than the one vacated, and the rent must be within the means of the families.

The program of low-rent public housing is extended by an amendment to the United States Housing Act of 1937. Federal assistance may now be granted for the construction of 810,000 dwelling places over six years. Local public-housing authorities, which are agencies of State and local governments, let contracts to private builders for the construction of these buildings.

The scheme will be financed by private investment in bonds sold by the housing authorities and by a revolving fund of 1½ billion dollars for Federal loans.

The principal financial assistance made by the Federal Government will be annual contributions to local housing authorities. This assistance is intended to make up the difference between the rents paid by low-income families and the operating costs of the projects.

Local contributions to projects, in the past one-fifth of Federal contributions, are usually in the form of exemptions from real or personal property taxes.

First priority to the new homes will be granted to families displaced by slum

clearance, with second preference going to veterans of World Wars I and II.

Maximum family income limits for admission to the houses will be fixed by local authorities; limits are currently being set by most authorities at \$2,200 or less. To insure that only families of low income benefit from the program the Act requires that a gap must exist between proposed project and existing private rents.

An examination of incomes of all tenant families will be made each year. The families are required to move from the area if their incomes exceed the limit.

The farm housing program offers loans for owners of farms which are self-sustaining or potentially so; and small loans or outright grants for operators of farms, not likely to be self-sustaining.

President Truman urges hiring of physically handicapped

In proclaiming October 2-9 as "National Employ the Physically Handicapped Week" in the United States, President Truman urged members of his "Committee to Aid the Physically Handicapped" to devote another year to this cause. The President said that the Government was putting forth great efforts both to restore the physically handicapped to the point where they can be self-supporting, and to prevent the occurrence of physical handicaps.

Since before 1943, rehabilitation cases have jumped from about 9,000 a year to more than 60,000 during the past fiscal year, the President stated. He estimated that for every Federal dollar spent on rehabilitation ten dollars was returned in income taxes and that it costs about the same for an average rehabilitation as it does to maintain a person in dependency.

Retail union sponsors advertising campaign for store

On the principle that "the business has to prosper for its members to benefit," a union representing 2,400 employees in a New York City department store recently decided to sponsor an advertising campaign to urge more people to buy at the store, according to the *New York Times*.

The union, a local of the Retail Clerks International Association, AFL, in the course of its campaign planned to place newspaper advertisements, sponsor an essay contest and mail 10,000 letters. Merchandise prizes valued at \$300 were to be awarded in the contest which centred around methods of promoting good labour-management relations.

According to the president of the local the project originated with the union members and was being carried out without any financial assistance from the store.

"Our members have always recognized that the only way to keep their jobs safe and their economic conditions high has been to co-operate with the management" in making the store "the best place in the city in which to shop," the local president stated. He considered that the drive would be excellent insurance for increased wages and welfare benefits when the management and union next entered into negotiations.

Case study of good labour-management relations

A study of labour-management relations at the American Lead Pencil Co., of Hoboken, N.J., appears in narrative form in the September issue of *Fortune* magazine.

Operations of the American Lead Pencil Co. cover a wide industrial range, from the making of its own production machinery to turning out more than 200 grades of black and coloured pencil leads. "Slowly and arduously," the company's management and workers have built up a relationship described by *Fortune* as "approaching minimum friction." After twelve years of "painful" trial and error, labour and management of the American Lead Pencil Co. have improved their industrial relations in five important respects:—

(1) The basic foundation for good relations has been laid. By acts of management, the union has been convinced that management wants to work with it; and by acts of the union, management is confident the union will reciprocate;

(2) Both sides freely accept the principle of compromise. Neither insists on the letter of the contract law;

(3) Both sides recognize the necessity of keeping the company profitable. They know the bargaining limits because management has been willing to disclose its profit position to the union during negotiations;

(4) Communication between management and the union is continuous, informal, and realistic. Every day the union president or shop steward talks with the representative of top management, who has authority to make nearly all decisions on the spot. There are weekly meetings between management and union on production schedules and plans;

(5) Grievances are settled fast, usually within twenty-four hours, practically always within a week.

The concrete benefits that both sides have gained from their improved relationship cannot be accurately measured, it is pointed out. Wages have almost doubled, average hourly earnings are among the highest in the pencil industry, and produc-

tion per man-hour has risen by nearly 30 per cent since 1940, but other factors account in part for these gains. The greatest benefits from the improved relations are intangible, it is observed. "For the worker, they include greater security in the job, a sense of being treated fairly, confidence in the way wage rates are set. For management, real benefits include the absence of strikes, less time lost over grievances, co-operation from the union when lay-offs are necessary. And above such gains, there appears to be a much clearer basic understanding between management and the union as to their mutual aim."

This record of labour-management relations contains no formula or system that can be universally applied, it is stated, "but it reveals the basic nature of an educational process that can be profitably followed by any company."

(The LABOUR GAZETTE in its June issue summarized a series of studies of good labour-management relations in specific establishments, conducted by the National Planning Association, of Washington, D.C.)

Union and employer must pay employee's back wages

The U.S. National Labour Relations Board made its first ruling in August under section 10 (c) of the Taft-Hartley Act which holds a union, as well as an employer, liable for back

pay in certain cases of discrimination against employees.

By the Board's order, it was laid down that only the total amount of wages actually lost might be collected. According to the New York *Times* report of the decision "If either the union or employer is unable to make the payment, the entire amount would be collected from the party able to pay."

Previously under the Wagner Act, now superseded by the Taft-Hartley law, only employers were liable to back pay.

In its decision, the Board ordered a New York truck operator and a local of the Teamsters Union, AFL, "jointly and severally" to reimburse a truck driver for the loss of wages he suffered after being laid off for failure to pay three months' back dues and three months' dues in advance.

Shortly before the lay-off the union had called a strike of the operator's other two drivers. The "avowed purpose" of the strike was to force the employer to lay off the truck driver for lagging behind in his dues.

The Board maintained that the lay-off was illegal under the Act. While finding both the employer and union guilty of discrimination and ordering that back wages

be paid, the Board did not, however, attempt to apportion the amount that each owed.

Section 10 (c) provides that "where an order directs reinstatement of an employee back pay may be required of the employer or labour organization, as the case may be, responsible for the discrimination suffered by him."

Progress of systematic apprenticeship in U.S.

Apprenticeship accounted for about nine per cent of the increase in the American skilled labour force between 1940 and 1948, according to an article on this subject in the U.S. *Monthly Labour Review* of August. The article reports that while the skilled labour force increased from 5.9 to 8.2 millions during the eight-year period, about 200,000 apprentices entered the skilled ranks.

It is apparent, the article maintains, that "although well under way, the job of convincing industry to train craftsmen through apprenticeship has still a long way to go." Of all apprentices employed at present about 70 per cent are registered. If it were possible to prepare all craftsmen for skilled positions through apprenticeship, a total of 130,000 apprentices for every million skilled workers should be in training at all times, the article states.

By December, 1948, nearly 150,000 establishments employing 233,000 apprentices were subscribing to 46,000 standards registered with the Bureau of Apprenticeship.

As a general rule, "apprenticeship is more intensely developed in the larger industrial areas," according to the article. The highest percentage of apprentice registration is in the building trades. The Bureau has estimated that in these trades one-fourth as many apprentices as are needed to replace other craftsmen are registered; in the metal-working trades, one-sixth; and in printing occupations, one-fourth.

Although systematic apprenticeship training is considered to be the most satisfactory guarantee of quality of workmanship, it is "in fact small in terms of quantity." Two larger sources for replacement are self-trained workers, and unqualified workers who through force of circumstances are employed and paid as skilled craftsmen.

California industrial injury survey

"Length of time at work prior to an accident may be a significant factor to be considered in accident prevention programs," according to a survey of industrial accidents in California summarized in the August issue of the U.S. *Monthly*

Labour Review. The survey covered the period from July to August, 1948.

This conclusion was based on findings that more workers suffered disabling injuries between 10 and 11 o'clock in the morning and between 3 and 4 in the afternoon than at any other hours during the day. Throughout the morning accident frequency rose steadily to the 10-11 high, dropping slightly from 11 to noon. After a sharp lunch-hour decline, the number of disabling injuries rose steadily to the afternoon peak between 3 and 4.

It was noted in almost every industry that the pattern of regular daily accidents appeared to be quite similar.

The accident peak between 10 and 11 a.m. occurred in such activities as agriculture, mining, construction, manufacturing, utilities, trade and services. In fruit and vegetable canning, textiles and apparel and iron and steel products manufacturing, the morning accident record was highest between 11 and 12. For domestic servants in private households the number of accidents was the same from 10 to 11 a.m. and from 11 to 12 noon.

Typical of many of the individual industries is the afternoon peak from 3 to 4. However in crude petroleum production, canning of fruits and vegetables and other industries, a peak between 2 and 3 p.m. was reported. The afternoon accident high for domestic service is between 4 and 5.

With regard to night accidents, the survey disclosed that the "comparatively small numbers of accidents for the hours between 6 at night and 6 in the morning are associated with the low rate of employment at night."

Absenteeism in Madras Province, India

Social or religious causes account for the highest rate of absenteeism in Madras Province, India, followed by "leave other than holidays" and sickness

in descending order of importance, according to an article in the monthly *Labour Law Journal* of the Madras Government.

"Although several decades have elapsed since the Industrial Revolution began in India, and a distinct industrial class of proletariat has arisen in the big cities like Bombay, Calcutta, Cawnpore and Ahmedabad, the ties that bind that class to their original rural homes have not yet completely snapped," the article states. "Many of them still have a permanent stake in land. They go back to their villages, especially during the harvest, attend to their own crops or help their relations in the field, gather the crops to granaries and help themselves to an extra few rupees by finding employment in agriculture. Even where

they do not have all these things to do, they are happy to get back to their villages to take part in the harvest rejoicings with their kinsmen."

The desire to celebrate the numerous religious festivals and to join kinsmen in social functions, especially marriages, has "the compelling force of unwritten social law." On such occasions, workers "take a day or two off, and wend their way to villages to share in the joys of the festivities with their kith and kin."

The incidence of the various types of absenteeism varies from industry to industry and from month to month, according to the article.

Sickness caused 20.7 per cent of the total absenteeism in the year 1948, while social or religious causes resulted in 24.4 per cent of the total, and leave other than holidays 23.8 per cent.

The analyst has attempted to correlate the statistics on absenteeism with other factors which might help to explain the variations. Absenteeism is highest from January to April, the season when harvesting of most crops requires extra workers, and when most important religious and marriage festivals take place.

Other things being equal, absenteeism is highest in the industries where wages are highest (engineering and cotton textiles) and lowest where wages are lowest (jute), from which the writer draws the conclusion that, in the existing Indian conditions, "apparently higher wages do not go to build up a consistently higher standard of living which the worker wants to maintain at any cost. Incentive for work appears to come from force of necessity and pressure of lower wages."

The article notes that absenteeism increased steadily in Madras during the war years, and is still growing except in the cotton textiles industry. In engineering, absenteeism was 2.9 per cent in 1939, 6.9 per cent in 1943, and 12.8 per cent in 1949. It is stated, however, that (a) industrial absenteeism in Madras is much smaller (7.4 per cent) than in the tea, coffee and rubber plantations of South India (about 28.4 per cent) where more women and children are employed, and (b) industrial absenteeism in Madras is lower than the rough average of industrial absenteeism for all India (10 per cent).

Reciprocity in social security

In recent months agreements on reciprocity with respect to social security benefits, for nationals who transfer their residence, have been concluded between Australia and New Zealand, between Italy and Switzerland and between Great Britain and

Ireland. The Australia-New Zealand agreement replaces a 1943 agreement, and covers old age pensions, invalidity pensions including wives' and childrens' allowances, widows' pensions, child endowment and family benefits, unemployment allowances and sickness benefits. The Italy-Switzerland agreement includes provisions to transfer old age benefits and survivors' insurance. The Britain-Ireland agreement refers to sickness and maternity benefits, unemployment insurance, and certain benefits for seafarers. The agreements provide for transfer of the necessary funds between the countries concerned, and supervision of the carrying out of the agreements by officials of these countries.

Training of labour in under-developed countries

Addressing the United Nations Scientific Conference on the Conservation and Utilization of Resources on September 2, Mr. V. C. Phelan, Director, Canada Branch, International Labour Office, discussed the problem of recruiting and training labour in under-developed countries.

Declaring that there is no over-all labour shortage in the world, Mr. Phelan indicated that there was, however, difficulty in many areas in producing skilled workers in the numbers immediately needed.

"As time permits," he said, "longer processes of training will have their effect. Eventually vocational school graduates may be entered as apprentices, and after apprenticeship they will take their place in their respective national industrial life.

"But this is a long view proposition, and not one that can be counted upon for quick results. Measures calculated to produce an abundance of skilled workers for five or six years hence will not aid *immediate* developments. There is no world source from which skilled workers in sufficient numbers can be drawn. Therefore, skills must be developed 'on the spot' by expedients, by spreading out workers already skilled over as large an area of industry as possible, and by 'fractionalizing' skilled tasks so that specialists may be trained quickly to take over various portions of the job."

Mr. Phelan stressed the desirability of consultation with workers' and employers' organizations in working out training programs, and of securing popular interest and support through extensive publicity. "Even in older and long established industrial economies this is found necessary," he continued. "To allay prejudice and defeat false rumour educational publicity will be found even more necessary and helpful in those countries not yet fully

acquainted with the full implications of a new industrial era."

"The ILO is," he said, "prepared to give very active assistance in these matters to its Member States who seek its help. Already some field missions to do this very job have been located by the ILO in various parts of the world. In one form or another ILO will make available to Member States the full value of its experience and study in these matters, and it goes without saying ILO will act in closest co-operation with the United Nations and the specialized agencies in regard to the whole program of resource development."

IRO resettles more than 600,000 refugees

More than 600,000 displaced persons and refugees have been re-established by the International Refugee Organization and voluntary agencies associated with it since the beginning of its operations two years ago, according to an IRO press release in August.

By June, 1949, a total of 538,035 refugees had been resettled and 64,890 had been repatriated. Of the 31,748 who were resettled during the month of June, the highest number (13,152) went to the United States. This figure is the highest ever reached for one month under the U.S. Displaced Persons Act of 1948.

The second largest number moved to one country during June was 7,784 to Australia, and the third largest, 4,511, to Israel. Israel, the United Kingdom, the United States, Canada and Australia, in that order, remained the top five immigrant-receiving countries of the world.

Of those resettled during June, 18,606 left from the U.S. Zone of Germany, 6,614 from the British Zone of Germany, 4,773 from Austria, 643 from the French Zone of Germany, and 602 from Italy.

The number of admissions to "care and maintenance" in June was smaller than in any previous month. This figure (7,315) included births as well as "hardship" cases. The number of refugees receiving IRO care and maintenance declined from a peak figure of 710,626 in September, 1947, to 418,271 at the end of the second year of operations on June 30, 1949.

In addition to this care and maintenance group, IRO was providing legal or political protection, resettlement or repatriation services to 274,250 other refugees. The total of this group has grown from 119,290 in July, 1948, to 274,250 in June, 1949.

A total of 471 refugees were repatriated during June, the majority returning to Poland and Yugoslavia, the press release indicated.

THIRTIETH ANNIVERSARY OF INTERNATIONAL LABOUR ORGANIZATION

In a statement issued in October, on the eve of the 30th anniversary of the founding of the International Labour Organization, the Hon. Humphrey Mitchell, Minister of Labour, paid tribute to the ILO as a force working for peace through social justice.

International organizations established for the best of purposes, had fallen victim to changing world conditions, said the Minister, but the ILO had continued to work and increase its usefulness through the world depression and World War II. On such a solid basis had the Organization been set up that it was the only part of the League of Nations which had survived intact to take its place as a specialized agency of the United Nations.

Mr. Mitchell said that Canada could take pride in the fact that it had been a member of the ILO since its inception and, because of its industrial importance, held one of the eight permanent seats on the Governing Body of the Organization. During the last war, Canada had played host to the working centre of the ILO and recently Canada's importance in labour matters had been recognized by the establishment in this country of a permanent ILO Branch Office.

The founding of the ILO is usually dated from October 29, 1919, when its first General Conference opened at Washington, D.C.

In the 30 years since the Washington session, the General Conference has met 32 times. The Conferences have drawn up 98 International Labour Conventions and 90 Recommendations setting forth international minimum standards for working and living conditions. Fifty-six of the International Conventions have entered into force, and 1,030 individual ratifications of the Conventions have been deposited by member Governments.

In 1946, the ILO became a specialized agency of the United Nations after the UN General Assembly and the ILO General Conference had approved an agreement defining the relationship between the two organizations.

In that year, also, the ILO added to its basic Constitution the Declaration of Phila-

delphia which redefined, in the light of a quarter-century of experience, the aims and purposes of the organization. The Declaration reaffirmed the basic ILO principle that lasting peace can be established only if it is based on social justice, and it reiterated these convictions: that labour is not a commodity, that freedom of expression and of association are essential to sustained progress, that poverty anywhere constitutes a danger to prosperity everywhere, and that the war against want must be carried on within each nation and through concerted international effort.

Recently, the ILO has placed increasing emphasis on direct assistance to Governments and regions in the solution of social problems. For example, the ILO has worked on the operational level in the fields of employment service organizations, vocational and technical training, and migration. A number of missions have been sent to assist member Governments in setting up social security programs and labour statistics systems.

Plans have been drawn up in the past few months for ILO participation in the program of technical assistance for economic development that is now being prepared by the United Nations and the specialized agencies.

The ILO, with its headquarters at Geneva, is headed by Director-General David A. Morse. The Organization has 60 members.

This autumn the Geneva headquarters have been occupied by a long series of meetings and conferences that will extend into mid-December. These gatherings have dealt or will deal with problems relating to agricultural labour, safety in coal mines, the co-operative movement, labour statistics, non-manual workers, workers' recreation, boatmen on the Rhine, social security, the metal trades, and the iron and steel industry.

Other meetings sponsored by the ILO have been held at Singapore and Rome, and plans have been prepared for a session of the Governing Body at Mysore, India, in January, and an Asian Regional Conference at Muwara Eliya, Ceylon, later that month.



CANADA'S LABOUR ORGANIZATIONS HOLD THEIR ANNUAL CONVENTIONS

Both of Canada's major labour Congresses took determined action against Communism in their annual Conventions held this fall, achieving this purpose by a series of resolutions which were overwhelmingly endorsed by the hundreds of delegates in attendance.

The two Congresses also adopted resolutions which were basically similar on such subjects as housing, cost of living, social security, international affairs, and racial discrimination. The chief distinction in their decisions concerning labour relations legislation was that the CCL sought an extension of federal jurisdiction so as to achieve a national labour code, whereas the TLC confined its requests to modifications of existing federal and provincial legislation.

The CCL renewed its policy of political support of the CCF party; and also expressed its continued interest in labour education and research. The TLC adhered to its traditional policy of political non-partisanship.

A tendency towards political action was noticeable for the first time at the Convention of the Canadian and Catholic Confederation of Labour, which decided to establish a "civic action committee" to press for favourable labour legislation, and to educate its members on civic matters. The CCCL also renewed its opposition to Communism, while stressing the need for correcting the social injustices on which Communism feeds.

"There will be no Taft-Hartley Act in Canada, as long as I am Minister of Labour."—Honourable Humphrey Mitchell, addressing the Calgary Convention of the Trades and Labour Congress of Canada. Shown left with Mr. Mitchell is Congress President Percy R. Bengough.

TRADES AND LABOUR CONGRESS OF CANADA

With a record delegate representation, the 64th annual convention of the Trades and Labour Congress, held at Calgary, September 15-23, was notable for its forthright decisions to rid itself of any Communist influence not only in its internal direction, but also in impressively repudiating Communist-inspired resolutions impinging on national affairs.

In contrast with the Victoria convention of the previous year there was no confusion or doubt as to what was the major issue to be settled. The delegates, with the exception of a vociferous minority, seemed to sense exactly what was expected of them and acted accordingly.

The precision and unanimity with which the delegates achieved their objectives in this respect made it appear as if the locals and other affiliated bodies had already made their decisions, and the action of the convention was only the last formality in the process of ejection. In comparison, the Communists and the Communist fringe lacked leadership, were disorganized and out-manoeuvred.

The four decisions, which routed the Communists and their camp followers were those which:—

- (1) Expelled the Canadian Seamen's Union;
- (2) Rejected a series of propaganda-inspired resolutions (under the heading of "Foreign Trade") derogatory of the Marshall Plan, the Atlantic Pact and Canada's conduct in international relations;
- (3) Called for the expulsion of known Communists from trade union offices and ranks and Convention committees;
- (4) Required, by constitutional amendment, an oath of loyalty to the Crown, on the part of nominated Congress officers, avowing dissociation "with any philosophy inimical or subversive to the fundamental principles and institutions of the democratic form of the Government of Canada."

One of the major decisions of the Convention was its instruction to its executive to co-operate with the American Federation of Labour and the British Trades Union Congress in the formation of a free international trade union centre based on the ideals of freedom and democracy and "opposed to all forms of totalitarian ideology whether of the Communist or Fascist kind."

This was a blow directed against the Communist-dominated World Federation of Trade Unions which, the resolution declared, has "now forsaken all genuine trade union functions and has become solely an instrument of the Soviet Union and its satellites."

One of the features of the Convention was the almost complete revision of the Constitution. For some time the Congress executive had been considering streamlining of the Constitution in order to meet modern trends and policies. Accordingly the Committee on Constitution and Law brought in a series of amendments in a revamped Constitution.

One of the major changes was to reduce drastically the delegate representation at conventions. For some time past, with the rapid expansion in membership, it was considered that conventions were becoming unwieldy. This, together with the problem of accommodation, was narrowing the location of conventions to a strictly limited number of centres in Canada capable of having adequate accommodation for the varied requirements of such a large delegate body. Consequently, the adopted recommendation of the Committee has cut down the delegate representation on a graduated scale, details of which will appear later in this report.

Another important amendment, adopted early in the Convention, was that which requires the approval of 10 per cent of the delegates in any demand from the floor for a roll-call vote. Formerly any 25 delegates could demand such a procedure.

The Convention agenda contained approximately 275 resolutions which constituted a revealing cross-section of the interest and scope of the Trades and Labour Congress in dealing with social and economic problems. Among the prominent matters that received attention from the Convention were those concerning: Cost of Living and Price Control; Housing; Pensions; Labour Code; Racial Discrimination; Immigration; Health and Safety; Conditions of Employment; Income Tax; Social Security; Unemployment and Unemployment Insurance.

Opening Proceedings

The formal opening was presided over by President A. E. Brunton, of the Calgary Trades and Labour Council. Following his address, the delegates were welcomed by His Worship Mayor J. C. Watson of Calgary; President H. G. Turner, of the Alberta Federation of Labour; Hon. Dr. J. L. Robinson, Minister of the Department of Industries and Labour, of Alberta; and President J. G. Stimpfle, of the Farmers' Union of Alberta.

In his opening address, President Percy R. Bengough, C.B.E., congratulated Calgary on its progress, and pointed to the rapid

growth in Calgary trade union membership since the convention last met there in 1941, and to the equally strong position of the Congress with its affiliated membership of 450,000—"a truly great voluntary organization of unions that are not combined for aggression but to work in co-operation in developing a great country of which we are proud to be citizens and to bring a fuller and happier life not only to our own membership but to all Canadians."

President Bengough had a special welcome to "the new affiliation to our Congress, the Newfoundland Federation of Labour."

Speaking of a trying year the president declared:—

"Differences which have arisen within this Congress have been both properly and improperly featured in the public press. Some of the more anti-union publications have been quite lavish with their prophecies and advice. However, the fact that we can have differences is a sure sign that we have democracy; and that our differences can be harmonized with a re-establishment of friendly relations without resorting to murder is proof that we are citizens of a country outside of the Iron Curtain."

A record attendance was further indicated in the report of the Credential Committee which showed that 881 accredited delegates had been seated. This total included two Fraternal Delegates, 56 International and National Union delegates, 143 delegates representing Federations of Labour, Divisions of Railroad and Commercial Telegraphers, Provincial Organizations and Trades and Labour Councils, and 680 delegates representing local unions.

Among the platform guests at the opening session was Mr. Fred White, Regional Superintendent, National Employment Service, Winnipeg, and former member of the Alberta Legislature and Calgary Alderman. Mr. White, who extended greetings on behalf of the Federal Minister of Labour, Hon. Humphrey Mitchell, who was unable to be present until later in the Convention owing to Parliamentary duties, gave a brief review of the activities of the Department of Labour, and the National Employment Service.

Also addressing the Convention at one of its early sessions was Mr. Paul Graham, of the Industrial Relations Branch, Federal Department of Labour. Mr. Graham, whose work is in the promotion of Labour-Management Production Committees under the auspices of the Department, outlined the development in this special field.

Then followed an address by Mr. I. Fineberg, Vice-President of the Interna-

tional Ladies Garment Workers' Union, who spoke of the labour movement in Israel.

British and American Messages

Early in the proceedings the delegates listened with keen interest to addresses from Mr. Joseph Hall, of the National Union of Mine Workers and fraternal delegate from the British Trades Union Congress, and from Mr. H. A. Bradley, President of the Chemical Workers International Union and fraternal delegate from the American Federation of Labour.

The former, speaking as the news of the devaluation of the pound sterling was being flashed across the world, declared his faith in the character of the British people.

He described as "fantastic and infamous untruths" rumours that Britain was in a state of collapse and that the Labour Government had stifled all initiative with a mass of doctrinaire legislation and that the people had lost the capacity or desire to work.

Marshalling the staggering toll of the war years on the British people he declared: "I would ask you to carefully weigh all these factors before you dare to officiate in judgment upon them."

Mr. Bradley dealt principally with the Taft-Hartley Act. He said it was "conceived and paid for by the National Association of Manufacturers" and that it had "put the trade union movement in the position of second class citizens—back under the dominance of the Yellow Dog Contract, and the dominance of injunctions." Continuing his denunciation of this legislation the speaker declared: "I am telling you this because they have already tried to emulate that Act in your Dominion, particularly in the province of Quebec."

He scorned the assertion that the Act was supposed to drive the Communists out of the United States thus: "Some of our statesmen have remarked publicly that it has already driven the Communists into Canada. Isn't that wonderful for us and too bad for you!"

"I say it gives the Communists in the United States legal recognition for the first time. It says that a labour union cannot secure the discharge of a person from a job except for the non-payment of his dues, if he works under a union or a closed shop contract. What does that mean? It means that we cannot operate as we used to. When we get one of those birds out in a plant, we can't go and kick him out and let him go his way. He's got the protection of law. He has the protection of the Taft-Hartley Act. We don't like it."

Attacking the "totalitarian ambitions that are rampant in the world today" he warned of the "price of blindness."

While in Montreal he had heard that the Convention was going to throw out some unions, among them "the Chemical Workers' Communist-run International" (the union of which he is president). At first he resented the slur and thought "how terrible and stupid it is that a half a dozen people would be able to brand ten thousand good Canadian citizens."

"I want you to know that of the ten thousand chemical workers in Canada 9,990 of them are the finest loyal citizens that your country can claim. The other ten we will take care of ourselves. We will take care of them good. We don't even ask your assistance. We feel capable of doing that job, and I am quite sure that all other Internationals, if you can make them understand the problems that prevail here, will not impose upon you either their presence or their deeds, but they will do everything they can to make it possible for you to take care of your own affairs in the way that is best over here."

Mr. R. J. Tallon, Unemployment Insurance Commission followed in an address on the administration of the Unemployment Insurance Act and the National Employment Service.

Address of Hon. Humphrey Mitchell Minister of Labour

Introduced by President Bengough as "a member of an affiliated organization and a good friend of the Congress," the Hon. Humphrey Mitchell, Minister of Labour, addressed the delegates at one of the morning sessions. Expressing his appreciation of the warmth of the reception given him, the Minister regarded the opportunity for meeting old trade union friends as one of the "greatest satisfactions" he found in these annual conventions. In reminiscent mood, he recalled a few of those longstanding friendships. There was John Noble, whom he was pleased to meet again at this convention and who had collected his initiation fee when he became a member of a Canadian union at Hamilton, where he attended his first TLC convention 30 years ago. And there was his "good friend, Hall," the fraternal delegate from the British TUC. "Let me say to my fellow delegates," he continued, "that as long as I have breath in my body, I will remain a member of an international trade union."

Mr. Mitchell declared that the British Trades Union Congress—"the cradle of modern trade unionism"—and the American

Federation of Labour—"the most powerful, numerically, of any free trade union movement in the world today"—are "the great bastions of freedom, as we in this Convention understand freedom." He believed that these two old labour organizations, together with the Trades and Labour Congress of Canada, "are more keenly alive to the threat to our institutions than possibly any other organization in the free nations," and he "hoped that he would not live to see the day when the ties between these great Congresses are broken."

The Minister expressed the opinion that "a great deal is done for international harmony by the exchange of fraternal delegates by this Congress, the British Trades Union Congress and the American Federation of Labour." "If bankers, industrialists and service clubs have their international organizations (and he had no objection to that), it is good international policy for the trade unions of the world to organize in the same manner," he asserted.

Newfoundland Unions Recognized

Mr. Mitchell extended his congratulations to the trade unionists of Newfoundland who were now members of TLC and whose delegates were attending the convention. "I am sure you will all join with me in that happy welcome to our good friends from the tenth province of the Dominion," he said. He pointed out that he "had the great pleasure on September 19 of announcing in the House of Commons the application of the Industrial Relations and Disputes Investigation Act to the new province" and hoped that the provincial government of Newfoundland would follow the example of the other provinces "in the establishment of good industrial relations based on freedom and common sense, integrity and the rule of law."

No Taft-Hartley Act

The Minister was applauded when he asserted that as long as he was Minister of Labour "there will be no Taft-Hartley Act in the Dominion of Canada." He recalled that when the TLC met in convention in Calgary in 1941 there were only 467,000 trade unionists in Canada. "Today there are just about a million, which gives some indication of the power and growth of the movement when sensible legislation is enacted," he said.

Mr. Mitchell commended Canada's social legislation, notably that providing for family allowances, old age pensions, government assistance to hospitals and unemployment insurance. With the exception of

family allowances, this legislation had been inspired by the TLC, he said. He pointed out that as a result of persistent demands by the TLC, fee-charging employment agencies had been abolished in Canada and a free National Employment Service established. During the war this Service had functioned as the National Selective Service which had been given power to assign workers to specific jobs. But with the end of hostilities Selective Service had been sent "down the drain", he said, and last year the National Employment Service had placed some 750,000 workers in the employment of their choice.

Prevailing Rate Employees

Just two days before the Minister addressed the convention, it had gone on record as supporting improved conditions for prevailing rate employees. Mr. Mitchell reviewed certain steps that had been taken to improve conditions for the 20,000 prevailing rate employees of such Government agencies as the National Harbours Board and the National Research Council. Those affected are labourers and skilled tradesmen who do not come under the Civil Service Act. Based on recommendations made by the TLC and other labour bodies to a special committee of the Treasury Board the new conditions (effective October 1, 1949) briefly outlined by the Minister include: two weeks' holiday with pay after two years' service, with one week after the first six months; nine statutory holidays with pay per year with two additional statutory holidays at the option of the Minister of the Department concerned; time and one-half for all work in excess of 48 hours.

On the question of sick leave, Mr. Mitchell announced that the Government had decided to follow the general practice of private employers in not providing such leave with pay for hourly paid employees, but instead will consider the introduction or extension of group medical insurance plans. Sickness leave credits already earned by prevailing rate employees may be carried forward, to be utilized by them under appropriate safeguards.

Production in Relation to the Standard of Living

Mr. Mitchell declared that "in the last 20 years, from 1929 to 1949, the output per worker in Canada has risen by an average of two per cent per year." This, he said was attributable to "greater efficiency on the part of the workers, greater mechanization, production of new commodities and the increase in the output of parts for various articles formerly imported from

other countries." During the past ten years the standard of living in Canada had risen by 50 per cent. The workers' share in the national income is three times greater now than it was in 1939, he stated.

Concluding his address, the Minister declared that he felt sure the powerful trade unions that we have in free countries and the example set by this Congress during the convention will be a greater factor in upholding true freedom in every corner of the Dominion and throughout the world.

In conclusion the Minister emphasized the gravity of the world situation and observed:—

"We live in a world where chaos rules in many lands and we have all to realize the grave responsibilities of the present time." Speaking particularly of the trade unions and the employers' organizations, he added: "I don't need to tell you that it is axiomatic that with strength comes greater responsibility in our national life.

"I think that the Dominion of Canada is an example to the rest of the world. In the short space of four hundred years we have created a judiciary, we spanned the continent with steel and communications, we've built up an educational system that compares favourably with that of any other nation in the world, and more important, still, we've pushed back the Arctic Circle and grew things that were never grown there before by man.

"I feel sure that this great Convention of international trade unionists will maintain that spirit that has made this nation what it is. Basically, French and British, we have taken into our family all the finest blood streams of the world. The genius of statesmanship, is the unity of a nation, the welding together of men and women of different races, always having in mind the paramount principle of the right to worship the Creator in your own way, to speak your own language, and to enjoy the culture of your native race.

"I feel sure with the powerful trade unions that we have in free countries and the example set by this Congress since it began its sessions that this nation, at this moment, will uphold the banner of free trade unionism, freedom in its truest sense in every corner of the Dominion."

The Minister was accorded a standing ovation as he finished his address.

Expulsion of Seamen

The case of the Canadian Seamen's Union and its suspension by the Executive of the Congress came before the Convention via the report of the Committee on Officers' Reports.

After traversing the checkered course of the Seamen's Union since the previous Convention and the events leading up to its suspension, the Committee found that the Executive "did do everything in its power to render all reasonable assistance to the Seamen's Union" and "noted with regret that the Seamen's Union in turn failed in many respects to recognize and accept its responsibilities to the Congress and various affiliated unions."

It pointed out that an endorsement of the Congress in a particular situation is not necessarily a mandate of endorsement of future actions, especially when such are "contrary to the policies of the Congress."

The Committee felt that a situation "wherein fourteen affiliated international unions had taken the stand that they would not continue in affiliation as long as the Canadian Seamen's Union remained affiliated with the Congress constituted a crisis which could not be ignored if the Executive Council were to be considered as giving wise leadership to the Congress." Accordingly the Committee recommended: (1) that the action of the Executive Council in suspending the Canadian Seaman's Union be concurred in; (2) that the suspension be made permanent and that the question be determined by a roll-call vote of the delegates.

Debate on Seamen

The Convention then went into action on part one of the recommendation.

Delegate J. Quinn, Lumber and Sawmill Workers, Port Arthur, pointed out that "we went on record at Victoria to support the Seamen," and charged that "outside influences" had intervened and that the question of autonomy was the central issue.

Another effort was made by Delegate N. Mattison-Kelly, Beverage Dispensers, Toronto, to connect the suspension of the Seamen with pressure from the American Federation of Labour.

"We are dealing with the question of the Seamen's Union. The AFL is not in this picture," interjected President Bengough in ruling the speaker out of order.

Delegate R. Haines, Building Service Employees, Toronto, declared it was absolutely necessary for the Executive to expel the Seamen in the interests of "decent harmony."

Raising the question of autonomy again, Delegate P. C. Munro, Street Railway Employees, Vancouver, called upon the Congress "to be masters in our own house."

President Bengough's Statement

President Percy R. Bengough then made a statement on the entire situation. He

refuted the suggestion that there was pressure from any trade union centre outside of Canada, declaring: "That was a question that had arisen and had been amicably settled. There was a public statement by President Green that the Trades and Labour Congress had full autonomy. That was recognized and is still recognized."

Indicating his former support of the Canadian Seamen's Union he asserted: "At the last Convention, the issues were entirely different. We were dealing then with reports of Government Commissions in which the employers were found guilty and not the Union. Your Executive at the last Convention were instructed to support the Seamen's Union and that they did. What agreements were secured on the Great Lakes were secured with the assistance of your Chairman.

"When it came to the deep sea strike, which was not in effect at the last Convention, the issues were entirely different. They had to be judged on their merits and were so judged."

Clearing up another matter, the President referred to fourteen organizations that had stated that if the Seamen's Union was not dissociated they would dissociate themselves, and pointed out that Congress affiliation is voluntary and that if any organization decides that it wishes to leave the Congress then it is in a position to do so.

He denied that there was any pressure on the Executive Council in considering the question of the Seamen's Union.

"What we had to consider," he emphasized, "was an organization prepared to use the economic strength of other organizations and exploit that to the limit.

"We had to consider the fact that in some cases there were machinists working under agreements who were prevented from doing their work by a picket line that was put on to keep seamen off the job.

"We had other organizations comprised of officers on ships who were definitely told that they had to leave their employment.

"None of our organizations would be allowed to enter into an agreement if they allowed themselves to be continually placed in that position.

"I distinctly told the officers of the Canadian Seamen's Union that while the Executive of the Trades and Labour Congress had responsibilities to their organization they must also recognize the fact that they had responsibilities to the affiliated membership of the Congress.

"Is there any delegate here who imagines that the strikes in Great Britain and Australia just happened that way? Or do they think it was a concrete demonstration

of some other affiliates outside of the trade union movement which the Canadian Seamen's Union had?

"There was no pressure needed. What pressure was put on was by the Canadian Seamen's Union."

Effect on Britain

General Secretary-Treasurer John W. Buckley outlined the situation as he found it in the British Isles en route to the Geneva Conference of the International Labour Organization. He had informed the British Trades Union representatives on the true situation.

He had found the people of Britain being deprived of their rights to be fed and he could not help but recognize the fact that the overseas strike of the Canadian Seamen "seemed to be inspired by those who were interested in destroying the prestige of the British Labour Government as a factor in world peace."

Delegate M. F. Matthews, Toronto, supporting the action of the Executive, urged that the Convention get on with its business.

However, Delegate J. Phillips, Vancouver Civic Employees, called the recommendation "an act of vengeance." He hoped that "we are not going to establish a dictatorship of brokerage fees so that every time certain pressure groups feel they don't like this union, or this person, or this combination of circumstances, then the money whip is going to be cracked."

Delegate A. R. Johnstone, Canadian Vice-President, Hotel and Restaurant Employees, Toronto, referring to a circulated pamphlet charged that this "defence of the Canadian Seamen's Union was concocted and written by the best brains of the Communist Party in Canada.

"In this blurb, following the line of the Communist party they even go so far as to suggest that they invented the theory of trade unionism in 1934 when they had seen fit to organize the Canadian Seamen's Union! But the delegates are not impressed by the story contained in these 49 pages of mystery," he concluded.

Two Surprises

The debate provided a couple of surprises. Delegate W. Edmiston, Canadian Director of the Chemical Workers, "supported the Executive 100 per cent on this issue."

Then Delegate Bruce Magnusson, leader of the Lumber and Sawmill Workers, Sudbury, stated "that while there may be all sorts of differences about the actions that have been taken I want to say that while I do not agree with the method in

handling the Seamen's Union I shall vote for the recommendation of the Committee."

"If you want to work out democracy there is only one answer—expel them," shouted Delegate R. Holmes, Machinists, Winnipeg, who further observed:—

"You can see how they're backing up today. They've even gone the length of coming and telling you, we're resigning for the good of the movement. That's the philosophy. They'll back up for the time being, as long as it suits their purpose, always in the hope they're going to come back. Don't ever forget that. They mean to come back, and as long as trade unionism is in existence, they are going to fight until they can control it, if possible. But we in this country, I think, at last, have awakened, and from now on I hope every good trade unionist will realize that we are fighting against a philosophy, on a par with Nazism if not worse."

The debate dragged out with the leftist section having a succession of speakers up to champion the seamen and other delegates demanding a show-down and to recognize the situation for what it was.

Frank Hall's Statement

Finally after Vice-President Carl E. Berg (who was in the chair) had allowed the delegates wide latitude, the discussion was closed by Delegate Frank Hall, Canadian Vice-President of the Brotherhood of Railway and Steamship Clerks, who had spear-headed the attack on Communist infiltration and who was the storm-centre of the Victoria Convention (L.G., Dec., 1948, p. 1366).

Refuting the suggestion of "confusion" in this issue he asserted: "There is no more confusion in my mind concerning this issue than there was last year or four years ago when I decided that something had to be done by somebody about the Canadian Seamen's Union because the Canadian Seamen's Union was not only trying to run its own affairs but was trying to run the affairs of the organization I represented and some other unions, too. I said last year, and I say again, that you cannot divorce the question of the Canadian Seamen's Union from the question of Communism.

"The Canadian Seamen's Union is under the complete domination of the Communist Party of Canada, and the Communist party of Canada is under the complete domination of Russian imperialism. Now the facts and circumstances that have occurred comparatively recently support that. We don't have to go back into history to find that out. We see in the report of the Executive



"Archie" Johnston and Frank Hall—prominent convention delegates.

Council that in some of the more recent discussions they had with the officers of the Canadian Seamen's Union, prior to their suspension, that they urged upon those officers that they call off the strike, which was embarrassing to the people of Great Britain and in many other countries and was causing a great deal of criticism even as far as our own movement was concerned.

"They were convinced that they should call off the strike. They left President Bengough's office and that discussion with the Executive Council of the Congress in agreement that the strike would be called off, but within twenty-four hours a decision was made that they would not call off the strike. Not that they changed their mind, but they had been told what to do. They had consulted with or had been consulted by a figure with which you are familiar in Toronto, to whom they go if they want advice of a political character and who is the chief spokesman of the Kremlin here in the Dominion of Canada."

Mr. Hall referred to "other circumstances"—when the shipping strike spread to foreign ports—"which convinced us that leading Communists were behind the support being given to the Canadian Seamen's Union." In conclusion he declared: "This action of the Executive Council of the Trades and Labour Congress of Canada is not only salutary as far as the Canadian

Seamen's Union is concerned, but it will show these Communists who call themselves trade unionists that there is no room in this movement of ours for those kind of tactics or for that ideology.

"These industrial organizations of ours are dedicated to industrial objectives. We must maintain the integrity of these organizations for these industrial objectives and we must maintain the integrity of the Trades and Labour Congress of Canada as the legislative mouthpiece of the organized workers in this country and not permit it to be used to further the ends of this revolutionary body, the Labour-Progressive Party, here in the Dominion of Canada.

"In so far as I am concerned I have never had any axe to grind in this situation. I came into it because I saw what the Communist Party through the Canadian Seamen's Union was trying to do. I realized as many of my colleagues had realized, that something had to be done about it. I am glad, and appreciative, and grateful that the Executive Council of the Trades and Labour Congress of Canada now sees it as we have seen it for so long."

Analysis of Roll-Call Vote

After nearly a three-hour debate, the delegates almost unanimously sustained the suspension on a voice vote.

The way was then cleared for the roll-call vote next morning on the second and complementary part of the recommendation viz:—to expel the Canadian Seamen's Union indefinitely.

The roll-call vote was considered as a "smoking-out" process. While the result—702 to 77—was overwhelmingly in support of the expulsion, there were some rather odd angles.

An estimated 100 delegates, not all of whom could be classed as CSU supporters, absented themselves from the vote.

It would also seem that of the 77 who voted against the expulsion, not all could be tagged as Communists. Some of these apparently supported the seamen out of resentment against being called upon to vote out the CSU.

Out of the 77 opposition votes 48 came from Vancouver's local unions, mainly from B.C. United Fishermen and Allied Workers; Vancouver local 28, Civic Employees' Federal union; Vancouver division 10. Amalgamated Association of Street, Electric Railway and Motor Coach employees, and Vancouver local 433, International Brotherhood Pulp, Sulphate and Paper mill workers.

Largest pro-CSU vote from Eastern Canada came from the United Garment Workers, Toronto, whose delegation of three voted solidly against expulsion of the CSU.

While the Canadian Seamen's Union were thus expelled indefinitely, the Committee's report "concurring in the opinion of the executive that the suspension of the Canadian Seamen's Union did not automatically open the way for the acceptance of the affiliation of the Seafarers' International Union" (the rival body organized to replace the CSU in lake and ocean shipping).

Slanted Trade Policies Rejected

A series of resolutions from what the Resolutions Committee regarded as an "inspired source" was rejected by the Convention after a sharp debate.

Instead, the Committee submitted its own resolution which was a sharp repudiation of the tactics it detected in the "foreign trade" resolutions from the following unions: Port Arthur Trades and Labour Council; Local 253, United Garment Workers, Toronto; B.C. United Fishermen and Allied Workers; Local 161, International Chemical Workers' Union, Toronto; Sudbury Local Lumber and Sawmill Workers' Union; Montreal Local 144, Plumbers' Union; Vancouver Local 452,

United Brotherhood of Carpenters; and Vancouver Railway and Motor Coach Employees of America.

The Committee's own resolution denouncing the ones from these unions was as follows:—

Foreign Trade

Your Committee has given careful consideration and study to Resolutions Nos. 56, 57, 58, 59, 60, 61, 62, and 63, under the above caption. We find after a careful perusal of the language of the resolutions that it is difficult to escape the conviction that, with one possible exception, these resolutions have all been inspired by one central source, and are submitted with the one objective, "propaganda in the interests of a cause with which your committee is not in sympathy". It is the opinion of your Committee that these resolutions have been submitted with the object of convincing the workers of this country that a depression is just around the corner; that the sole cause of the alleged depression will be the Foreign Policy of the Dominion Government; as exemplified through "the Marshall Plan" and "the Atlantic Pact;" and that the restrictions in trade between Canada and what they are pleased to term "New China", the USSR and its satellite countries is based solely upon prejudice against a political philosophy.

Your Committee cannot subscribe to the allegations contained in these resolutions and is not disposed to become a party to so obvious an attempt to unjustly poison the minds of the delegates, and through them, the minds of the workers of this country against those who are charged with the responsibility of conducting the international relations and foreign affairs of Government by concurring in such allegations. Neither do we believe that our Congress, as a responsible labour organization, can properly interfere with government functions of this nature, and we doubt the competency of Congress to do so with its limited sources of information on such matters, even if it were ethical and proper to do so. For the above reasons we find ourselves in a position of having to recommend non-concurrence in all of the above resolutions and we so recommend.

When it was placed before the convention there was an immediate reaction.

"We have heard of the cold war, but surely we have not gone stark mad" shouted Delegate Bruce Magnusson, of Sudbury, business agent of the Lumber and Sawmill Workers' sections of the Carpenters Union. He continued:—

"We should never cut ourselves off from any connection with these people. Other things have been cancelled by this hysteria. We will pay for it in unemployment and starvation if there is not a change in that kind of an approach.

"There happen to be such countries as Russia and New China. How are we going to live if we don't trade with these countries?"

There was a chorus of angry disapproval as he sat down.

He received support from Delegates W. Rigby, B.C. Fishermen, and N. Mattison-Kelly, Hotel and Restaurant Employees, Toronto. The former declared that because of the dollar shortage Great Britain was obtaining its canned salmon from Russia. The latter, describing himself as a Socialist and not a Communist, also asserted that "the British are trading with Russia because they want to eat."

However, the Resolutions Committee was commended for its courage by a succession of delegates including John W. Bruce, International Vice-President, Plumbers, Toronto; Frank H. Hall, Canadian Vice-President of Brotherhood of Railway and Steamship Clerks; Harry Simon, AFL organizer, Fur Workers, Toronto; Alf. Ward, Carpenters, Toronto; and J. B. Graham, Carpenters, Winnipeg.

These speakers pointed out that if Soviet Russia desired co-operation and trade with the Western democracies, it had ample opportunity to show it; that Russia and its satellites had shown little disposition to co-operate with the rest of the world. "Instead they had used the power of the veto to try to establish their ideology and their form of imperialism."

On a voice vote, the substitute resolution of the Committee was adopted.

Resolution on Communism

The delegates further registered their determination to eradicate Communism by the adoption of the following resolution in substitution of four anti-Communist submissions:

Whereas the principles advocated by the proponents of the Communist doctrines are inimical to our democratic ideals of freedom of assembly, of speech, of the press and of worship;

And whereas the Trade Union Movement as represented by the Trades and Labour Congress of Canada and the American Federation of Labour has been developed and brought to its present strength under democratic systems of Government;

And whereas our Trade Union Movement, as we understand it, is essentially democratic in its organization and administration;

And whereas a number of affiliated organizations who suffered through the activities of Communists who place their philosophies ahead of the welfare of organized labour by the introduction of Communist doctrines to the exclusion of legitimate Trade Union activities, and have thereby discredited the Trade Union Movement in the eyes of the general public;

Therefore be it resolved: That this 64th Convention of the Trades and Labour Congress of Canada condemns the Communist doctrines as detrimental to the best interests of the working class; severely censures the activities of Communists and fellow travellers and recommends to all affiliated organizations to remove them from any key positions or offices they may hold and to expel them from their ranks.

And Be It Further Resolved that no known Communist shall be permitted to hold office in the Trades and Labour Congress of Canada, its Provincial Federations and Central Bodies, nor, be permitted to sit on any Committee of the Convention.

There was a roar of "Question" from the floor. President Bengough called for a standing vote to test the wish of the convention whether to proceed with any discussion of the resolution or to adopt it forthwith. The question was called and the resolution was adopted on a voice vote.

Tie-Up with Free International Centre

The Congress joined forces with the new international trade union movement of the Western democracies when by resolution the convention instructed its incoming executive to "co-operate with the American Federation of Labour and the British Trades Union Congress in the formation of a Free International Trade Union Centre, based on the ideals of freedom and democracy and opposed to all forms of totalitarian ideology, whether of the Communist or the Fascist kind."

This resolution also denounced the World Federation of Trade Unions as having "now forsaken all genuine trade union functions and has become solely an instrument for the promotion of the aims and aspirations of one foreign power, namely, the Soviet Union and its satellites.

Oath of Allegiance

As already stated in the introduction, one of the convention's major actions was its consideration and adoption of a devised Constitution suited to the modern needs of such a large delegate body.

Keeping pace with its decisive action against Communists, the Convention adopted a new section requiring an oath of allegiance as follows.

Nominees, allowing their names to go forward for the offices of President, General Secretary-Treasurer and Vice-Presidents, shall upon acceptance of the

nomination, come forward to the Convention platform and clearly and audibly speak the following lines to the assembled delegates:

"In accepting nomination, I make oath and say that I am not associated in any manner whatsoever with any group which expounds or promotes or encourages any doctrine or philosophy inimical to or subversive to the fundamental principles and institutions of the democratic form of government of Canada, and, further I make oath and say I will be faithful and bear true allegiance to His Majesty, King George the Sixth, his heirs and successors, according to the law, so help me God."

Approval of the new section was adopted after a short debate. This did not take a left-versus-right cleavage with the same well-defined division of other issues.

Some delegates saw in it a Canadian version of the Taft-Hartley Act. Others opposed it on the ground that Communists would take any sort of an oath, and it means nothing.

Other delegates felt that "it would show we are prepared to do the right thing without any strings attached" and "take our position on things like this which symbolize our democratic way of life."

It received an overwhelming endorsement.

Delegate Representation Reduced

The section dealing with delegate representation at conventions was drastically changed. Its effect was to cut down the number of delegates local unions and other affiliated bodies might send to a convention.

This action was considered necessary because of the unwieldy nature of recent conventions and lack of adequate accommodation except in a very few large centres. The new section is as follows:

At all conventions of the Trades and Labour Congress, the basis of representation from affiliated organizations and associations shall be: From local Unions, branches or lodges in Canada of International, National, Provincial and directly chartered local unions, one hundred and ninety-nine members or less, one delegate; two hundred to three hundred and ninety-nine, two delegates; four hundred to five hundred and ninety-nine, three delegates. One additional delegate on each additional five hundred members.

International, National and Provincial organizations affiliating their entire Canadian membership direct from headquarters shall be entitled to one additional delegate to be nominated from their Canadian membership.

Provincial Federations of Labour, three delegates each. Trades and Labour Councils with forty-nine delegates or less shall be entitled to one delegate; Councils with

50 to 99 delegates entitled to two delegates; Councils with one hundred or more delegates shall be entitled to three delegates. All delegates shall be members of Canadian locals.

On the above basis it means that at the local union level of 600 members or less the delegate representation is reduced by approximately two-fifths. In units of over six hundred members the reduction is much more drastic.

Report on Racial Discrimination

The Congress adopted unanimously the report of the Standing Committee on Racial Discrimination as presented by Mr. Claude Jodoin, International Ladies' Garment Workers, Montreal (now Quebec vice-president of the Congress).

The report urged all affiliated Trades and Labour Councils and Provincial Federations of Labour to ask for the enactment of "necessary legislation protecting the various racial and religious groups in our country in the exercise of their rights as citizens of a free and democratic Canada".

A careful survey of the Canadian situation revealed both positive and negative aspects in the realm of human relations, it was reported.

"There have been hardly any open and avowed cases of discrimination involving acts of violence or incitement to violence during the past year. . . . With the exception of small splinter groups all political parties in Canada refrain from bigotry and prejudice. It must be stated, however, that such organizations as the Douglas Social Credit Council of Alberta (a break-away from the Social Credit Association), Union des Electeurs in Quebec, Union of Electors in Ontario, and the so-called National Unity group in Quebec, are still busy disseminating racial hatred in its crudest form. Vigilance on the part of public opinion in Canada is required to prevent these splinter groups from acquiring a foothold in our midst."

While we are fortunate that there is at present "hardly any open violent expression of race hatred in our country," the report stated, "the problem has taken on subtle forms of discrimination in the field of employment, rental and sale of property and entertainment. This form of social discrimination is dangerous because it sets the pattern for more violent forms of discrimination, as witnessed in certain European countries and south of the border. Our work must be continued and intensified to assure Canada against such discrimination ever occurring in this country".

Retirement of Veteran Labour Leader

John W. Buckley, a veteran member of the TLC, announced his retirement as General Secretary-Treasurer. Mr. Buckley has held this office since 1947.

"It is with great regret, he said, that I take my leave but I feel sure that this movement, which started with a minority of one in the Toronto Trades Assembly in 1873, will play a larger and ever-increasing part in the destinies of this Dominion of Canada, and that of the free Commonwealth of Nations." Mr. Buckley expressed his appreciation of the honour accorded him by his election to "the highest offices that the Trades and Labour Congress of Canada has to offer".

A note of warning was sounded. "As one who has given many years of his life to the labour movement, let me warn you to be aware of those who might attempt to use this movement for some ulterior motive. This movement in Canada must develop its trade union leadership within its own ranks," he said. "Let us hope that when that day arrives, as it will, we will not lose our sense of perspective, but recognize that we live within the framework of a great democracy, and while we may from time to time differ from our government, that a government must be stronger than a combination of its citizens."

Newfoundland Representative

Indicative of the national character of the convention was the presence of a delegate from Canada's newest province in the person of Cyril W. Strong, secretary of the Newfoundland Federation of Labour, and of a delegation from "North of 53" in the new Lynn Lake mining area.

Mr. Strong, addressing the convention, expressed his faith in the island province and considered that the labour code would be adopted at the fall session of the Legislature.

"North of 53"

The "North of 53" delegation were from that most northerly Trades and Labour Council and its Base Metal Workers Federal Union. The delegation, of 25 members, was headed by W. A. Copeland, President, and Peter McSheffrey, Secretary-Treasurer, of "North of 53" Trades and Labour Council.

They came seeking the convention's support in requesting the Federal Government to construct a railway to the area that would tap a new ore body and "would

create new wealth for Canada" by the recovery of "ten millions of tons of base metals and the development of secondary industries." The convention unanimously endorsed their resolution.

Labour Code

There were eight resolutions on proposed amendments to the Industrial Relations and Disputes Investigation Act. One of these was merged with another, while three were not concurred in.

A substitute resolution sought to extend the benefits of the legislation to public employees and urged that "all employees of Federal, Provincial and Municipal Governments, as well as all employees in industry, be brought within the scope of either the Federal or Provincial Code, whichever applies, in their respective province, in order that all workers may have equal right to collective bargaining."

In similar vein, another requested all Dominion Government employees "be granted the right of choosing their own bargaining agent."

Another sought to remedy what it called a "defect" in the legislation so that in cases "where clear positive proof of a majority of employees (being members of the applicant union) accompany an application for certification no vote shall be taken or considered necessary."

Winnipeg District Trades and Labour Council called for two amendments—(1) to give the Minister of Labour full power to speed up the processes of rendering decisions by Boards; (2) "to more clearly define, for purposes of certification, employees who can be considered as acting in a confidential capacity."

All of the above were adopted.

Three that were not concurred in urged that the incoming Executive be instructed to draft a model labour code and "present same to Dominion and Provincial Governments as the Act Labour wants." One came from the Valleyfield Local of the United Textile Workers and the other from Toronto Local 253 of the United Garment Workers.

The third that was rejected wanted the National Labour Organizations to be permitted to appoint their own members to the National Labour Relations Board.

A resolution from "North of 53" Trades and Labour Council drew attention to an article in *Toronto Saturday Night* dealing with bargaining rights and a case of what was regarded as "tantamount to de-certification." The matter was referred to the Executive Council for action, and the

Executive was also asked to seriously consider calling into Ottawa, periodically, Labour members on all Boards (Federal and Provincial) for consultation.

Conditions of Employment

There were 27 resolutions dealing with conditions of employment. Recommended action on the more important of these was as follows:—

- (1) adoption of a national minimum wage of 75 cents per hour;
- (2) awarding of Government financed contracts for work, services or supplies "to firms having current agreements with regularly established unions;"
- (3) restoration of time and one-half to employees of Postal Department;
- (4) reduction of overtime to employees of National Employment Service and Unemployment Insurance Commission and payment at "recognized overtime rate;"
- (5) inauguration of a basic 40-hour, five-day week for Federal civil servants with a differential for night work;
- (6) enactment of legislation, nationally and provincially, for a maximum 40-hour week with no reduction in take home pay;
- (7) abolition of the split shift in all industries;
- (8) institution of five-day week for all employees of National Employment Service and Unemployment Insurance Commission;
- (9) two weeks holidays with pay for all Dominion Government employees;
- (10) enactment of legislation providing statutory holidays with pay for employees in industry;
- (11) support of the principle of accumulative sick leave for all workers as part of all wage agreements;
- (12) discontinuance of practice of combining duties of radio officer on passenger ships and adoption of radio section of International Convention for Safety of Life at Sea;
- (13) Amending BNA Act giving Federal Government power to establish minimum hours and control of child labour in Canada;
- (14) abolition of work in houses where such work may be done in factories;
- (15) protesting the establishment of private trade schools and that those already operating be brought under strict Government supervision.

Unemployment

Three resolutions on the subject of unemployment indicated some apprehension as to the effect of "the present crisis in international trade on Canadian employment conditions." These resolutions were merged into one, which was adopted, and which urged "the Government to prepare plans of a constructive nature for the future

well-being of our country, adequate to take care of widespread unemployment conditions should they arise suddenly or over a period of time." Congress co-operation was pledged in the development of such plans.

Another resolution pointed to the difficulty of men over 60 complying with "speeded-up" railway operations, and asked that the Congress consider reducing the age limits for retiring from 65 to 60 years. This resolution, while concurred in, was referred to the General Conference Committee of the Railway Unions "as a matter for negotiation rather than legislation."

Unemployment Insurance

There were 26 resolutions dealing with unemployment insurance. Eighteen of these were included into one (No. 245 by London Lodge 488, Brotherhood of Railway Car-men) as covering the subject content. It was as follows:—

Whereas many changes in the Unemployment Insurance Act are still necessary in order to make this legislation fill present day requirements;

And whereas the benefits now being paid are far too low to keep pace with the rising cost of living;

And whereas coverage of the Act is still insufficient, and the time of benefits paid does not give complete coverage to those unfortunate enough to be out of work;

Therefore be it resolved: That this Trades and Labour Congress request that the Unemployment Insurance Act be amended to include the following:

1. Increase in benefits to \$25 for married men and \$18 for single men per week.
2. That all categories of industry and occupation be covered.
3. That benefits be paid for all holidays except Sundays.
4. The immediate payment of benefits.
5. That the phrase "suitable employment" be more clearly defined.
6. That the waiting period of registering for benefits be increased to five years.
7. That the time limit for benefits be eliminated in order that they be received for all unemployed time.

Among the major changes requested in other adopted resolutions on this subject were:—

- (1) coverage for civic employees at all times (and not ceasing after three years when such employees are considered permanent);
- (2) replacement of the Umpire by a panel of one judge, and one representative of labour and employers;
- (3) remedying stipulations applicable to longshoremen at the port of Montreal;
- (4) that before applicants are disqualified from insurance benefits for refusing to accept "suitable employment" they be interviewed by the district adjudicating officer;
- (5) that the Employment Service "issue regulations more understandable to the average person."

Three resolutions were not concurred in viz: (1) providing benefits to unemployed who are out of work due to illnesses not covered by compensation; (2) that labour appointments to the Courts be direct and not named to the Commission; (3) that full benefit be paid for sickness.

Immigration

Five resolutions on immigration were incorporated into one which:—

- (1) recognized that "Canada will need to continue to allow immigration for many years;"
- (2) that such immigration should be managed so as to protect the living and working standards of Canadians;
- (3) that a "sound immigration policy" should be "entirely the responsibility of one Department, preferably the Department of Labour;"
- (4) that an Immigration Commission of equal representation of Government, Labour and Management be established "to advise on, negotiate and administer all matters dealing with immigration;"
- (5) increased vigilance to prevent admission of Communists and Fascists.

Housing

Eleven resolutions on housing were amalgamated to represent the convention's attitude on this matter. After declaring that "the lack of adequate housing in Canada has become a national disgrace", the convention called upon "the Federal Government to recognize immediately its responsibility to plan and direct a comprehensive national housing and slum clearance program for Canada." Restoration of the policy of rent control was also urged as a complementary measure.

Social Security and Pensions

Dealing with social security the convention adopted a resolution requesting the following:—

the immediate implementation of a Dominion-wide social security plan on a contributory basis for all citizens in Canada, regardless of income, and that this plan should include health, accident, hospitalization benefits, old age pensions, along with financial assistance to municipalities for the construction of modern hospitals and also recommends it includes: cash benefits to maintain income during illness, the integration of curative and preventive work and the provision of the necessary personnel to guarantee to every person the maximum medical, surgical and dental benefits, labour representation on all hospital boards and that all persons shall have free choice of any professional services.

The convention recorded its request for the following amendments to the Old Age Pensions Act: (1) Reduction of pension age to 65 years (60 for females) applicable to all on a contributory basis without a means test or deduction on account of other income; (2) fifteen years of Canadian residence; (3) discontinuance of practice of liens on homes of recipients; (4) increasing the amount to \$60 per month; (5) same pension available to the blind or totally disabled over 18 years of age; (6) provision of community homes for aged married couples.

Report of Committee on Officers' Reports

After having made a careful study of the report of the Executive Council covering a year of "intense activity," the Committee on Officers' Reports commended the Council for having "done a fine job under adverse circumstances which often called for the utmost in constructive and far-seeing statesmanship. . . ."

Among the matters given specific approval by the Committee were: (1) the conduct of the Council in connection with the suspension of the Canadian Seamen's Union; (2) the brief submitted by the Council to the Royal Commission on Prices requesting the re-institution of subsidies on basic food commodities and the enforcement of a reduction in consumer prices; (3) the efforts made to achieve uniform working conditions for hourly-paid employees of the Federal Government; and (4) the action of the Council in sending delegates to represent the TLC at the International Labour Organization's Conference on safety regulations for industrial establishments and the Fourth Regional Conference of the American Member States of the ILO. The Committee felt that the aims of the ILO Conferences are particularly laudable and that the TLC should, at all times, endeavour to have the principles of the ILO translated into action and legislation, "which will promote a better understanding between capital and labour."

Cost of Living and Price Control

The convention adopted unanimously a resolution, representative of several, calling for a "campaign to arouse public opinion and bring pressure on the Federal government to enact legislation" embodying the following provisions:—

- (1) re-institution of subsidies on basic commodities, e.g. dairy products and force a reduction of consumers' prices;

- (2) re-imposition of the 100 per cent excess profits tax;
- (3) re-constitution of Wartime Prices and Trade Board (with farmer-labour-industry representation) with authority to reduce prices where the increased costs of basic foods "are creating an impediment to the good health of Canadian people especially children;"
- (4) immediate roll-back of prices to the 1946 level.

In a special resolution, the Congress viewed with alarm "recent developments in the province of Quebec, where the Government appears to condone the action of the Quebec Hydro-Electric Commission, in refusing to bargain with labour organizations having outside affiliation such as National or International Unions.

"Realizing that this action would deny all Public Service Employees the freedom to select the organization of their own choice." the Congress recommended that the "Quebec Federation of Labour make further immediate representations to the Quebec Government and plan further steps—through legal action if necessary—to stop these infractions of democratic freedoms."

Other Recommendations

Among the major recommendations contained in other resolutions were:—

Endorsation of the action of the Federal Government and the Canadian Parliament in ratifying the North Atlantic Security Pact; (The resolution also noted that the Pact "is being opposed in the most vicious manner by all Communist parties, isolationists and many reactionaries.")

Amending the British North America Act to enable passage of uniform legislation on social and labour matters;

Reduction of the franchise age to 18 years;

Completion of the Trans-Canada highway and an immediate start on proposed irrigation projects;

Early action on the St. Lawrence Waterway, the Chignecto canal and the Passamaquoddy project;

Legalization of hospital sweepstakes;

Condemning provincial legislation which prohibits police officers being associated with unions.

The Congress rejected a resolution proposing affiliation with the Canadian Congress of Labour. A substitute resolution from the Resolutions Committee pointed to efforts on the part of the TLC to create



Executive of the Trades and Labour Congress:

Front row, left to right—Gordon Cushing, Secretary-Treasurer (new member); President Percy R. Bengough, C.B.E., and William Jenoves, Ontario vice-president.

Standing—Carl E. Berg, M.B.E., Prairie vice-president; James Whitebone, Maritime vice-president; Birt Showler, M.B.E., British Columbia vice-president; Claude Jodoin, Quebec vice-president (new member).

unity of action with other labour bodies in the legislative and jurisdictional field. "These efforts," continued the resolution, "have not resulted in amicable unity, but . . . our actions in the legislative field have been bitterly opposed by other trade union bodies and have resulted in discord within our own affiliations."

Asserting that "a clear program of unified action must start at the top before it can become operative in its entirety," and agreeing that unity of action "is of paramount importance to the workers of this country," the resolution concluded: "This Congress finds itself in the position that our objectives of unified action must be held in abeyance until a clear concise policy of unity has been worked out by the Executive of this Congress and other trade union bodies" and that "all efforts of unified action" by various affiliated organizations "shall not be entertained until this unified policy has been accomplished."

On the matter of pronouncing itself in favour of a national flag and the adoption of "O Canada" as the national anthem, the Convention sustained the recommendation of its Resolutions Committee that "no action be taken at this time" and that it be left to the incoming Executive.

CANADIAN CONGRESS OF LABOUR

The most striking feature of the Ninth Annual Convention of the Canadian Congress of Labour, held in Ottawa, October 3-8, 1949, was the clear determination of the overwhelming majority of the delegates to maintain the vigorous stand the Congress has taken against Communism in recent years.

This was evident in the strong support given to resolutions unpalatable to Communists, dealing with foreign policy, foreign trade, political action and other matters; in the decisive rejection of a number of Communist-line resolutions; and above all in disciplinary action taken in regard to two unions generally conceded to be under Communist influence.

The delegates adopted resolutions setting forth Congress policy on such matters as housing, prices, employment projects, unemployment insurance, wages, hours and other working conditions, and racial discrimination. On a number of issues, in particular the question of labour relations legislation, the Convention went on record as favouring federal jurisdiction in regard to labour and social security matters.

About 800 delegates were in attendance, representing a reported membership of approximately 360,000.

The Convention also negated a resolution which called upon it to protest the barring of some union officers from travelling from Canada to the United States on the grounds that such union officers had not been barred for "union activity as such."

Re-affirming its traditional policy, the Congress reiterated its position of non-political partisanship and called upon "its affiliated members to use their vote to elect to all Parliaments and legislative bodies members of proven sympathy for the cause of labour and the working man."

Election of Officers

The election of officers resulted in acclamations for the re-election of President Percy R. Bengough; James A. Whitebone, Vice-President for the Maritimes; and William Jenoves, Vice-President for Ontario.

There were contests for all the other Executive offices. For the position of General Secretary-Treasurer, Gordon Cushing won over Hugh Sedgewick. Carl Berg was re-elected Vice-President for the Prairie provinces, defeating James McDuffie, while Birt Showler retained his position of Vice-President for British Columbia, defeating Alex Gordon and William Black.

The Prime Minister, Rt. Hon. Louis S. St. Laurent, addressed the delegates on the occasion of the Convention banquet. The delegates also heard a speech from the Rt. Hon. Ernest Bevin, British Foreign Secretary, who paid a visit to the Convention during the course of its daily proceedings. Mr. M. J. Coldwell, National leader of the CCF party, also addressed the Convention.

The delegates were welcomed to Ottawa by Mayor A. E. Bourque and by Mr. A. L. Hepworth, President of the Ottawa Labour Council.

President's Address

The broadening of the aims and objectives of organized labour was emphasized by Mr. Mosher in his presidential address to the Convention.

"Instead of being directed almost entirely toward the improvement of wages and working conditions," he said, "they now embrace programs of social security and similar measures, with a view to lessening or eliminating the risks of unemployment, illness, poverty, and other preventable evils." Canadian workers were becoming more and more interested in the public

Rt. Hon. Ernest Bevin,
British statesman and
trade union leader,
enthusiastically wel-
comed by delegates.



"... a free trade union
movement . . . free
to resist wrong, and
to advance the cause
of humanity."



welfare generally; and emphasis was being laid on education and research—the Congress' educational activities "have been unparalleled by any other labour body in Canada," Mr. Mosher said.

Political Action

The CCL president dealt at length with the question of political action on the part of the labour movement. "Organized labour in Canada," he said, "has so far failed to mobilize its political strength for the purpose of bringing about the reforms which it believes necessary for the welfare of the organized workers and the benefit of all the people.

"The Canadian Congress of Labour has no desire to dictate to any Congress union member what his political affiliation should be or how he should cast his ballot in federal, provincial or municipal elections. While the Congress has endorsed the CCF as the political arm of labour, and has given support to that political party, membership in the CCF is not a condition of membership in any union, nor are its members obligated to support the political party endorsed by the Congress. . . .

"On several occasions, the Canadian Congress of Labour has made known its legislative program. It believes that certain legislation is necessary, not only in the interests of its membership, but of the nation as a whole. Up to the present time, only one party—the CCF—has pledged itself to implement that program, and it is for that reason the CCF was endorsed by the Congress as the political arm of labour.

"However, as the recent election proved, it is evident that organized labour in Canada has not become politically-minded to the extent that it will give consistent support to any one political party, and as a consequence labour has failed to obtain favourable consideration for many of the demands which it has made upon federal and provincial governments. Nevertheless, some progress has been made by labour in its efforts to secure legislation of a more or less satisfactory character."

National Legislation Sought

Mr. Mosher expressed the view that the "basic requirement for adequate labour legislation in Canada is recognition by our law-makers that the subject must be dealt with on a national basis. At the present time," he pointed out, "there are eleven legislative jurisdictions in the field of labour relations—ten provincial and one federal. There is no logical reason or excuse," he declared, "for dealing with such a fundamental and general issue on a divided basis. Certain interests favour the perpetuation of

the present system of multiple jurisdiction, in the expectation that weak or less advanced legislation in any part of Canada will retard progressive labour legislation in other parts of the country. They argue that a national labour code would be unconstitutional, as not coming within the powers assigned to the Dominion under the British North America Act.

"On several occasions, the Congress has made submissions to the Dominion Government and to the Parliamentary Committee on Industrial Relations, pointing out that the Dominion has jurisdiction over labour relations or, alternatively, that if it has not such power, it can acquire it with very little difficulty. We shall continue our attempts to convince the federal authorities that labour relations must be the subject of federal legislation exclusively, and it is to be hoped that the Government will, at an early date, see fit to accept its responsibility in this respect."

Dealing with labour relations legislation, he urged that responsibility for enforcing its provisions should be vested in the Labour Relations Board and not in the courts. "The courts," he said, "are unfamiliar with labour relations, and . . . it is ridiculous to give such onerous and important responsibilities to police magistrates for disposition by means of the ordinary police court routine."

On the other hand, the Labour Relations Board was familiar with such problems, and had representation from management, labour and government. "The Board," he said, "should hear representations from both parties and, if the accused party is guilty of violating the Act, the Board should issue an order which should be filed in the nearest court having competent criminal jurisdiction. The court should then proceed to impose the punishment provided by the Act."

Injunctions in Labour Disputes

He objected to what he termed as two "anti-labour devices," namely, the right given to employers to apply for decertification of trade unions, and the use of the interim injunction.

"The manner in which these ex-parte interim injunctions are obtained is especially objectionable," he said. "The applicant for the injunction appears in a judge's chambers without notice to the union, and, on the strength of affidavits filed by the employer, or his agent, obtains an interim injunction restraining the trade union from doing certain things for a certain period of time until the matter is dealt with permanently. In almost every case, the injunction application is made immediately when a

strike is called, or when a strike appears to be inevitable. By obtaining a temporary injunction, an employer is able to break a strike at the most crucial stage of the proceedings from the union's point of view. . . .

"The Congress believes that in no case should an employer be entitled to an 'interim' injunction without first giving notice to the union of his application, and that, in any event, the interim injunction should not exceed a certain period of time. In the province of Ontario, the time is limited to four days, but, so far as we have been able to determine, Ontario is the only province which has this provision in its legislation. The Congress proposes to urge other provincial governments to introduce legislation along the lines of the Ontario provision, and possibly to lessen the length of time of an ex-parte interim injunction to not more than two days."

Danger of Depression

Turning to economic conditions he said: "It is now clear that the post-war boom is ended. . . . Undoubtedly there is danger of a depression in Canada, especially if the American internal situation deteriorates. Undoubtedly the Government should be prepared with plans either to meet a general depression or to deal with pockets of unemployment in particular localities. The plans so far revealed are far from adequate. Nonetheless, there are factors in the present situation which did not exist in 1929, and which make a major depression unlikely. We have stronger unions. We have unemployment insurance. We have family allowances. All these help, though inadequately, to increase and stabilize consumer purchasing power.

"What is perhaps even more important, we have the Marshall Plan and enormous defence expenditures by nearly all the western nations, notably the United States. . . . As long as this continues, it is hard to see how total purchasing power can fall very drastically. But it cannot be too strongly emphasized that, if purchasing power merely remains stationary, or rises less than productivity, the effects on the workers and the Canadian people generally may still be very serious."

On the question of productivity, he said: "It is difficult to avoid the conviction that we have not yet developed in Canada a sound, efficient and equitable method of developing and distributing the wealth which our country can produce. . . . Our standard of living is comparatively high, but it is far from being adequate, and there are millions of Canadian citizens in the slums of our cities and in great stretches of

undeveloped or partially developed areas where people are living on a level which is very little above the poverty line and who enjoy none of the amenities of civilized existence. . . .

"It is scarcely necessary for me to say that the well-being of the nation depends upon the highest possible productivity, and that waste and inefficiency are intolerable. I believe that, with an equitable system of distribution, which would enable the workers and the people as a whole to enjoy the full benefits of the process of production, there would be no question as to their complete and whole-hearted co-operation.

"If the people of Canada were able to unite in support of a common plan for the production and distribution of wealth on an equitable and generally satisfactory basis, this in itself would constitute a very important contribution toward the establishment of peace and goodwill throughout the world. So long as the wealth of the world is unequally divided, and whole populations are threatened by famine and disease and insecurity, there can be no hope of obtaining harmonious relationships between the various countries."

Disciplinary Action Against United Electrical Workers

The Convention dealt on its opening day with an appeal from the United Electrical, Radio and Machine Workers of America against disciplinary action taken by the Executive Council of the Congress earlier in the year.

The case against the UE, as set forth in the Report of the Executive Council, originated in charges laid by the Ontario Federation of Labour that an editorial appearing in the *UE News* referred to officers of the Federation as "union busters, war-mongers, etc."

The Council decided that the UE was guilty of "wilful and calculated slander against the officers of the Ontario Federation of Labour," and adopted a three-fold resolution, suspending any representative of the UE from meetings of the Council, subject to review by the Executive Council at any time; denying "voice or vote in any convention, federation or council of the Congress" to five officers of the UE who were considered responsible; and warning the union that continued publication of "slandorous and misleading statements reflecting upon the Congress and its affiliated unions or their officers" would result in total suspension of the entire organization from the Congress.

It was this resolution that was up for review by the Convention.

Speaking for the United Electrical Workers, President C. S. Jackson denied the charges of slander. "The language of the working people," he said, "is replete with forceful expressions arising out of the need for constant struggle and fight on the part of those workers. Therefore, within the trade union movement nobody has a right to be so sensitive on the question of words that they see slander in every critical formulation which might appear."

The charge of slander, he said, "constitutes merely a smokescreen behind which the real question is hidden." This question, he asserted, was that of the autonomous rights of each union affiliated with the Congress in regard to policy, representation, and jurisdiction. He charged the CCL with interfering with the autonomy of the unions, first by virtually taking away their right to decide their jurisdiction, and second by designating a political party as the political arm of labour. Admitting that the policies of the UE "were at times in sharp disagreement with the policies enunciated by other leaders of the CCL," he demanded the "right to access to the floor of this convention through the regularly elected representatives of our union to put forward our convictions and to try and convince others of the correctness of our position."

George Harris, Secretary-Treasurer of the UE, also denied the charge of slander, and attacked the Congress' relationship with the CCF Party. Accusing the Congress of Red-baiting, he declared: "You can't Red-bait your way out of the problems confronting the working class today."

Three members of the Executive spoke in support of the disciplinary action that had been taken against the UE.

Pat Conroy, Secretary-Treasurer of the CCL, reviewing the reasons for the suspension, declared that "no minority, whatever their views, has the right so to slander trade union officers." Asserting that "these men need a lesson in discipline," he said that they could come back "when they have demonstrated that they are fit to work with us."

C. H. Millard, National Director of the United Steelworkers of America, said that "no affiliate of the CCL has the right, particularly in times of stress, to malign, distort and slander." Charging that the UE publication had published a "direct and deliberate lie" maligning the Steelworkers' leadership in the United States on the eve of a strike in which the union "faced the

biggest challenge in its history," he said. "That's the right they seek to make of autonomy in the UE."

Sam Baron, Canadian Director of the Textile Workers Union of America, accused the five suspended officers of a "cold, cruel calculated attempt to destroy all Canadian labour leaders standing in the way of the program of the Communist Party of Canada."

The matter being put to a vote, the action taken by the Executive Council was endorsed by an overwhelming majority.

Rt. Hon. Ernest Bevin

The Rt. Hon. Ernest Bevin, British Foreign Secretary, was given a standing ovation as he entered the Convention hall and proceeded to the platform escorted by a welcoming committee.

Speaking extemporaneously, he recalled the early struggles of the labour movement, and described the "amazing growth of trade union power and influence," from the "old days" when "we couldn't even get by the office boy" to the present time when "we sit with governments."

Today Britain was confronted with a tremendous task, which the trade union movement was meeting with dignity, determination and statesmanship. "We have emerged from a world war poor," he said, "with all the great wealth of centuries gone." In the old days, economic crises had been met by the withdrawal of credit, producing unemployment. "The workpeople were the victims," he declared. "Whenever adjustments were to be made, they fell on the poorest, the least organized, the defenceless. . . . We decided," he said, with reference to Britain's present economic situation, "that come what might we would not resort to such measures. If adjustment had to be made, it would be on the principle of share and share alike. . . ."

"If the trade unions had not helped us," he continued, "if they had forced their claims, we could not have carried through. But to their eternal credit, they stood by us in the Trades Union Congress."

Present difficulties, he said, would continue until the Western World learned to "take conscious action to govern blind economic forces."

The British working class was facing the situation without panic or excitement. With its long history of struggle it had now emerged with power in its hands, and "thank heaven it is handling it with discretion," thus "building a better world for the people coming after."

Dwelling on the origin of social gains, he said, "I like to look over the old reports of the Trades Union Congress . . . out of the early resolutions have grown the great social services of our time." Sixty years ago the TUC had passed a resolution calling for unemployment to be made a collective and national obligation. It became the policy of the Congress, and through constant struggle, through "deputation after deputation," the old Poor Law was at last wiped out and modern social insurance took its place.

"These things," he said, "sprang from what the ordinary man or woman felt in a crude way to be necessary. The labour movement gave them room to express it, and thus has grown a new social order."

Such gains were not achieved by some flashy, grandiose program. "It's the hard, grinding toil of men and women who attend branch meetings, giving the best that's in them. Millions are doing it to help their fellows. That's what helps to produce progress . . . through a free trade union movement—free to govern itself, not fettered by the state, but free to resist wrong, and to advance the cause of humanity."

Rt. Hon. Louis S. St. Laurent

The Rt. Hon. Louis S. St. Laurent addressed the delegates at the Convention banquet, at which the Hon. Humphrey Mitchell, Minister of Labour, and Mr. M. J. Coldwell, national leader of the CCF party, were also present as guests.

The Prime Minister began his address with a humorous reference to the relationship between the Congress and the CCF as "one of those trial marriages," which he hoped was "just about over." He then proceeded to discuss the relationship of organized labour to current problems confronting society.

Referring to the destruction of Nazi tyranny he said it was a tragedy that the world was again lined up in two armed camps.

"But it is also a fact we have to face, and one we may have to face for several years to come. . . .

"We are all conscious," he continued, "of the fact that the signing of the North Atlantic Pact greatly reduced the prospect of armed aggression—but we can never afford to forget that the reality behind that Pact is the combined strength of the twelve nations who signed it."



Prime Minister Louis S. St. Laurent in humorous vein at Convention banquet.

"With that," he added, "I believe we can prevent war." Pointing out that the Kaiser, Hitler and Mussolini had not started wars with the purpose of losing them, he declared that the Pact constituted a solemn warning against any possible aggressor, but he emphasized the need for continued strength.

"Recent events," he continued, "have underlined the fact that the economic strength of our nations is just as important as military strength to our national security, and the security of the free world."

Referring to the "painful and drastic action" which the British people and other nations had been obliged to take to restore their economic strength, and the consequential action which had been necessary in Canada, he said that "as an immediate result, there have been increases in some of our prices—though there have been some reductions in others and in the long run we may look for more.

"What is really happening is that slowly and often painfully all the free nations are overcoming the dislocating and disturbing effects of a terrible and destructive war—and we can hope to do that successfully only if we maintain among all sections and groups of the community a large measure of the unity of purpose we achieved so splendidly during the war.

"Most of us in Canada have been very fortunate since the war and I am convinced we can expect to continue to be fortunate, but a country from which on the average we must export some \$250 worth of goods each year for every man, woman and child in the land in order to keep up our standard of living cannot expect to escape all the consequences of world wide disturbances.

"I would appeal to you in the ranks of labour as I appeal to all my fellow citizens to allow a little time for changes to work themselves out, and adjustments to be made, before concluding that any of us are going to be worse off than we have been.

"I know it is natural for the average worker to think of the rate of wages and of what the dollar he earns will buy at the moment, but every experienced labour leader knows that there is such a thing as getting the rate of wages so high that you cannot sell what is produced—and then you have unemployment.

"I know, too, that many of those of you who lived through the 'thirties dread unemployment more than anything else, and that is one reason why we have all paid so much heed to policies to maintain employment in these post-war years.

"But employment—or at least remunerative employment—depends upon production.

"Now, no one wants to see a return to

sweating and no humane man wants to encourage any system of stretch-out—but I think it is also important to get away from the false idea which some people had, at one time, that the less work each man did during his eight hours the more jobs there would be for himself and his fellows.

"There used to be the impression that was true in the building trades. I hope it is not so or at least if ever it was so, it is not so any longer. We need a lot more houses and the more cheaply we can provide them the more people there will be who can afford them and the more will be built.

"The more we produce the stronger Canada will be as a nation; and the more we produce the higher the standard of living we can maintain and the more real social security we will have. These are truths which we are sometimes apt to forget—but whenever we do forget them we are not long in finding ourselves worse off. Some social security must be organized by the state and we still have a considerable way to go before we can afford to be complacent on that score.

"Now I realize that the first objective of trade unions—and, therefore, the first objective of the Canadian Congress of Labour, is to advance the interests of the workers who belong to the unions; and there was a time when many accepted the view that those interests were opposed to the interests of the rest of the community and that they could only be promoted by class warfare in one form or another.

"I believe most of us in Canada, in the ranks of organized labour or outside those ranks, have moved beyond that conception. Most of us believe today that the true interests of any group are identical with the interests of the whole community; and that those leaders who are worthy of the confidence of labour are those who look beyond the immediate and short-run to what is going to be best for all of us in the long run.

"I should like in conclusion to pay a tribute once again to the moderation and good sense which the vast majority of Canadian labour has displayed in these years of war and of post-war re-adjustment. I am afraid we must look for difficult years ahead, but I have a deep and abiding confidence in the qualities of our Canadian population to meet those difficulties and to move forward to an ever expanding future for this, the happiest nation in the world today."

Thanking the Prime Minister for his address, Pat Conroy, also in humorous vein, referred to Mr. St. Laurent's opening remarks about "trial marriages" and said

that the divorce rate in the labour movement was so low as to be almost negligible, and that "if we change we will need at least some good and sufficient reason."

"But regardless of party," he concluded, "the men and women here can well and truly say that we have in you a great Canadian citizen."

Labour Code

The Convention held a lengthy debate on a resolution advocating a national labour code; and returned several times to the subject of federal jurisdiction in dealing with other related resolutions.

The resolution, which was adopted unanimously, was as follows:—

Whereas the present set-up of provincial labour codes conflicts in many ways with the right of workers to organize; and

Whereas too many technicalities can be and are translated in favour of unscrupulous employers;

Be it therefore resolved that the Canadian Congress of Labour, through the incoming Executive, continue to exert every effort on the federal government to obtain a national labour code to cover every Canadian worker.

Murray Cotterill, of the Toronto District Labour Council, urged in particular the need for bringing the meatpacking and steel industries under federal jurisdiction. Pat Conroy stressed the difficulties of conducting negotiations for a single industry under nine different labour laws.

Speakers from the United Electrical Workers urged demonstrations to bring the matter more forcefully to the Government's attention; but in reply, supporters of the Executive accused certain delegates of having sabotaged the Congress' political action program which would have brought to office a government more favourably disposed to take action on this question. These speakers pointed out that the present Government had just been returned with an unparalleled majority, although its policy on this matter was well known, and they therefore minimized the likelihood of its being impressed by "a parade with baby carriages and signs."

The Convention later adopted an emergency resolution, introduced by Fred Dowling, Canadian Director of the United Packinghouse Workers, which criticized the Government and the Conservative and Social Credit opposition for "unanimously opposing legislation that would have brought the (meat packing) industry under the jurisdiction of the federal Parliament."

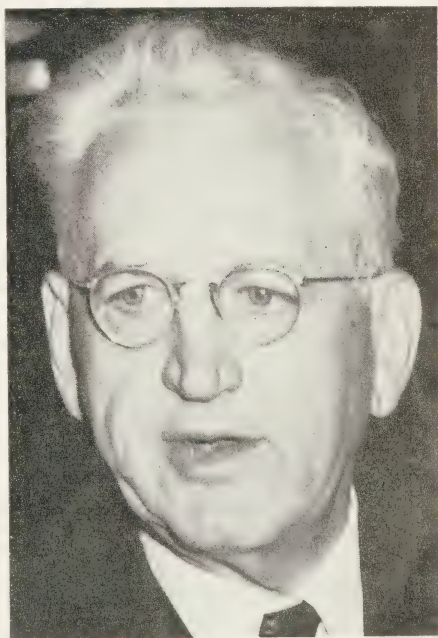
A further aspect of the problem was dealt with by the Congress in unanimously adopting a resolution instructing the Congress Executive

to petition the federal government to immediately initiate action to have the British North America Act amended in such a manner that all matters which are of common interest to the Canadian people, and of national importance and character, are within the jurisdiction of the federal government, thus making it possible to enact such federal legislation as a social security plan, national labour code, national education.

The Congress also attacked "anti-labour" legislation in British Columbia and Quebec. In the former province, the Congress objected in a resolution to the fact that

the British Columbia Labour Relations Board has taken unto itself the power to interpret, when considering application for certification, the constitution of unions, and has refused certification to unions on the grounds that their constitution does not provide to the Board's satisfaction jurisdiction of the workers involved, although the majority of the workers have signified their desire to be represented by the bargaining agency making application.

The resolution warned unions in other provinces to be "on guard against such types of decisions."



CCL President,
A. R. Mosher.

Dealing with the situation in Quebec, the Congress endorsed the joint efforts of "the three powerful trade union centres in the province" in "fighting for an adequate Labour Relations Act, properly administered by a Labour Relations Board composed of equal representation from the legitimate trade union movement of the province and from management."

Finally, the Congress urged provincial governments to amend their labour codes to make it compulsory for an employer to "grant full union security to the certified bargaining agency if requested to do so by the majority of the employees affected."

Foreign Policy

Various locals of the United Electrical Workers and the International Fur and Leather Workers Union had submitted foreign policy resolutions attacking the Atlantic Pact as, variously, "a violation of the provisions of the Security Council of the United Nations," a "harbinger of a new atomic war," or an "act of armed military preparation by the world imperialists led by Wall Street towards a Third World War directed against the USSR and the new peoples' democracies."

The Resolutions Committee recommended as a substitute, a resolution submitted by Local 414 of the Retail, Wholesale and Department Store Union of America, Toronto, which was as follows:—

Be it resolved that the Canadian Congress of Labour now in convention urge that the foreign policy of the Dominion of Canada be developed to:

- (1) Give support to the United Nations in an effort to bring about a genuine world-wide system of collective security with a view to the gradual change from the present system of national sovereignties to an international authority;

- (2) Give support to international economic agencies, such as the ILO to bring about stabilized economic conditions and an improved standard of living for all peoples in the world without which peace is always in jeopardy;

- (3) Support the Atlantic Defence Pact and endorse the ERP as means whereby the democratic nations of the world can resist aggression and extend economic aid, credits and co-operation to each other;

- (4) Give support to international inventory, inspection and control of armaments, including atomic weapons, as the first step in a program of world-wide disarmament;

- (5) Make Canada's foreign policy genuinely independent to meet the needs of the Canadian people rather than continued passive acquiescence to the United States proposals; and

Be it further resolved that the Canadian Congress of Labour should assist the free organized Labour movements in order that they may take their full place in the economic and political life of all countries.

Speaking against this resolution, Robert Haddow, of the Fur and Leather Workers, charged that the Marshall Plan was a device to enslave the people of Europe. Pointing to unemployment in the United States, he said: "Even ERP and war expenditures will not save them from the crisis arising out of contradictions in the capitalist system."

Sam Baron, in reply, said that the Marshall Plan represented the will of the American people to help those who have defended civilization. He advised those who were pressing their appeals for peace to Canada and the United States, to "refer it to Joe Stalin in Moscow—if he says peace there will be peace."

Pat Conroy asserted that 95 per cent of the people of Canada supported the Congress position. It was opposed by the Communist Party of Canada, which, under the name of the Labour-Progressive Party, had secured one-half of one per cent of the votes cast at the last election. The Soviet alternative policy for Europe, he said, was "to help stricken countries by planting a fifth column in every nation to betray them to the Kremlin."

The substitute resolution was adopted by a majority of about 10 to 1.

Foreign Trade

In shaping its policy on foreign trade, the Convention rejected a series of resolutions from the UE, the Fur and Leather Workers, and others, calling for trade with China, USSR, Poland, and "other Eastern European peoples' democracies," and adopted as a substitute a resolution submitted by the United Steelworkers, reading as follows:—

Be it resolved that this Congress now in Convention call upon the federal government to meet the foreign trade crisis by:

- (1) Restricting non-essential imports from, and non-essential travel to, the United States;

- (2) Speeding up the development, where possible, of Canadian supplies of goods now required to be imported from the United States;

- (3) Preserving and restoring our British Commonwealth and other overseas markets by lowering the barriers against their goods, and by long-term contracts for the exchange of their goods for ours at fair prices;

- (4) Offering every possible encouragement to exports to the United States;

- (5) Developing the home market by elimination of sub-standard wages, enactment of full-scale social security.

Devaluation and Textiles

The Convention next dealt with an emergency resolution on the effect of devaluation in the textiles industry. Speaking to this resolution, Sam Baron said that whenever labour standards were cut, those of the textile workers were cut first. He believed that the impact should be spread through the economy; and that a Royal Commission should be set up to see if the industry could absorb devaluation without cutting wages, or if it required relief.

The resolution expressed sympathy with the efforts of the British people to secure economic stability; but noted that devaluation in Britain threatened the Canadian textile industry, and urged a Royal Commission "to gather facts on this most important problem and to determine ways and means of protecting the standard of living of the Canadian textile worker, and to recommend methods of spreading the impact of devaluation more evenly over the entire economy."

Later the Convention adopted a resolution on devaluation, which referred to a "probable rise in the cost of living" and indicated that the Congress would resist any lowering of living standards and any unnecessary austerity. It recommended that local unions be prepared for "any necessary action" to offset the effects of devaluation. This motion was a substitute for a UE resolution calling on all locals to reopen their wage agreements.

Wages, Hours and Working Conditions

A series of resolutions set forth the policy of the Congress on labour standards to be achieved by collective bargaining or legislation.

Among these objectives were the 5-day, 40-hour week; a minimum of two weeks' annual vacation with pay after one year's service; payment for all statutory holidays; that all such holidays, with the exception of religious holidays, be observed on a Monday; equal pay for male and female employees; and a national minimum wage of 75 cents per hour, with overtime at time and one-half after 8 hours in any one day.

The resolution on the 40-hour week in particular elicited numerous supporting speeches from the floor.

Housing

A number of speakers rose to endorse the resolution on housing, which was directed at the federal government and was as follows:—

Be it resolved that the Canadian Congress of Labour make representation to

the federal government strongly criticizing the government's inadequate housing program, and urging that the resources of the country be so utilized as to enable an adequate low-rental and low-cost housing program to be started immediately, which will provide construction of housing units at a rate which will reduce to a minimum the alarming number of Canadian families affected by this serious housing shortage and that in conjunction with any government assisted housing plan, proper community planning should be insisted upon.

Another resolution, which was also strongly supported by several speakers, urged the federal government to "retain rent control, re-establishing this control to its former wartime level and effectiveness, until the critical housing situation returns to normal."

Prices

In a series of resolutions, the Convention decided to urge the federal government to re-impose price control, to restore subsidies on "milk, bread and other staples," and to "revise the so-called cost-of-living index so that it will provide a true picture of the present cost of living in Canada."

Public Works Program

A resolution urging a public works program to combat unemployment was unanimously adopted.

It called for the immediate institution, at trade union rates, of a national works program, to build national highways, irrigation systems, community centres, and so on, as a means of preventing another large-scale depression.

World Federation of Trade Unions

Similar resolutions were received from a number of locals of the United Electrical Workers and the Fur and Leather Workers calling on the CCL to re-establish its affiliation with the World Federation of Trade Unions.

The Resolutions Committee recommended non-concurrence in these resolutions, and instead expressed commendation of the Executive for withdrawing from the WFTU.

In explaining the Executive's action, Pat Conroy asserted that, believing in the philosophy that what happens in one nation ultimately affects other nations, the CCL had been one of the first national centres to offer to join the WFTU when it was established. He had now come to the conclusion, however, that the WFTU did not serve as an instrument to help the workers in any country.

He had gone to the Rome session of the Federation to co-operate with trade unionists of other lands—to discuss problems, and to work out plans and hopes for the future.

"All I asked from the delegates from the Soviet, Czechoslovakia, and other such countries was the same spirit—come and tell us what your problems are, and what progress you have made. We'll be delighted to learn of your progress, but be honest with us—tell us you have a long way to go, the same as we have, that your government is not perfect, that it is composed of human beings who are subject to error, like us—and we'll put our arms around your shoulders."

Instead of that attitude, Mr. Conroy continued, "I found half the delegates telling the same story I told while the other half were afraid to tell what was going on in their countries—just like company union leaders. Half of us represented free trade unions, but the other half represented state company unions on the greatest scale yet developed. They were afraid to go home if they made any comment, any criticism."

"We urge the Soviet workers," he cried, "to do as we do—to take the responsibility of telling the government to go to hell when the occasion requires."

The Resolutions Committee's recommendation was adopted.

Constitution

A lively debate occurred over a constitutional amendment proposed by Local 200, United Automobile Workers, designed to change the basis of representation and voting at the Congress. Considerable feeling was manifested by supporters of this amendment. Speaking for the Automobile Workers, George Burt asserted that under the present system the UAW was not getting representation at the Convention equivalent to its voting strength. The amendment, which was along the lines of similar proposals made at previous conventions, would have introduced a system whereby delegates would vote on the basis of the members they represented, instead of as individuals.

The only roll-call vote of the Convention was held on this issue. The Constitution Committee's recommendation, to set up a special committee of the Executive to give further study to the matter and bring in concrete proposals at the next Conference, was adopted by 495 votes to 238.

Another amendment, which was referred to the incoming Executive, would cause CCL Conventions to be held biennially instead of annually.

Suspension of Mine, Mill and Smelter Workers

In addition to its disciplinary action with regard to the United Electrical Workers,

the Convention dealt with the suspension of another Congress affiliate, the International Union of Mine, Mill and Smelter Workers. This union had not submitted an appeal against the action taken by the Executive Council, and consequently the question was dealt with in the debate on the Report of the Executive Council.

Briefly, the charges against Mine, Mill were that the union had failed to withdraw its organizers from certain areas, as instructed by the Executive Council, and that it had misrepresented Congress policy and "attacked, abused and vilified" Congress officers. The report charged that the union had failed to retain the interest of miners in Eastern Canada, and had been unable to renew its agreements with employers. It gave a detailed review of the subsequent organization by the Congress of miners formerly within the jurisdiction of Mine, Mill.

In the debate on this section of the report, opponents of the Congress administration accused the Congress of "raiding" and of "smashing a good union." In reply, Ivan Vachon, a former official of Mine, Mill, and now a delegate from the CCL Porcupine Miners Union, said that all the organizers sent up to the area by Mine, Mill had been Communists or fellow travellers. "We held a meeting," he said, "and told them, if you're here to organize for the union, we'll help; if you're here to organize for the Communist Party we'll help you pack your bags and get out." He then described the request to the CCL to send help. The Mine, Mill union had lost all its contracts, he said, and added: "When they holler about raiding, what was there to raid, I ask you?"

After several speakers had expressed their views, the chairman, in response to shouts of "Question!" from the floor, called for a show of hands, and found that an overwhelming majority of delegates wanted the question put, the highly vocal minority consisting mainly of delegates from the United Electrical Workers. The report was then voted on, and endorsed by a similar large majority, thus bringing about the expulsion from the Congress of the Mine, Mill and Smelter Workers Union.

At this point, however, as the chairman attempted to proceed to the next order of business, a demonstration occurred, when a delegate from the United Electrical Workers Union, Miss Pat Rooney, demanded to speak. On being ruled out of order, she moved to the front platform, and attempted to snatch a microphone from President Mosher, supported by continual shouting from members of her union and a few others.

For approximately a quarter of an hour the Convention was unable to continue its business; and upon order being restored, President Mosher commented: "This miniature revolution is an indication of what we would be in for under certain rule."

Unemployment Insurance

A report submitted by George Burt, Chairman of the Convention Committee on Unemployment Insurance, was unanimously adopted.

Noting that claims for benefit had been increasing, the Committee considered it "all the more urgent that the Unemployment Insurance Act should provide as effective protection as possible for the unemployed worker."

The report reviewed and endorsed proposals which the Congress had submitted to the Government and to the Unemployment Insurance Commission.

The following amendments were proposed to the Act:—

Increase from \$1.50 to \$2 a day in the spare-time earnings permitted to a person drawing benefit;

Provision that when a whole plant closes down for a fixed vacation period, workers not eligible for paid vacations be permitted to draw benefit;

Further substantial increase in benefits to at least \$25 weekly in class 8, with corresponding adjustments in other classes;

Reduction of at least three days in the working period;

Elimination of the section concerning non-compensable days;

Amendment of the provision requiring a further 60 contributions before the establishment of a new benefit year to allow for periods of illness, self-employment, or employment in an excepted occupation;

Elimination of seasonal regulations, the Congress believing that the Act should accept both good and bad risks;

Extension of coverage;

Elimination of classes 1 to 4, and substitution of a single class.

A series of changes in the regulations and their interpretation was also proposed:—

Elimination of the "fixed claim week" provision;

Amendment of the regulation concerning the five-day week, so as not to penalize a worker an additional day's contribution if he is absent one day;

Broadening of the interpretations of "suitable employment," "capable," "available," and "just cause" (the Congress also urged unions to render greater help to their unemployed members who encounter difficulty in obtaining benefit, and to support them in appeals to the Courts of Referees and to the Umpire);

Opposing any attempt to impose special qualifications on pensioners and married women;

Opposing the practice of consistently imposing the maximum penalty of six weeks' disqualification for failure to observe the provisions of the Act.



Pat Conroy,
CCL Secretary-Treasurer.

The report emphasized the importance of a working knowledge of the Act by all union members, but particularly by union officers.

It also called for the establishment of an unemployment assistance fund to supplement the unemployment insurance fund, and of a sickness disability fund to protect workers deprived of unemployment insurance benefit through illness or accident.

Social Security

A resolution prepared by the Resolutions Committee as a substitute for a number of proposals on social security, urged the adoption of a "national social security program covering the whole field of health, invalidity, old age pensions, etc., in accordance with the principles of the British system of social security."

Pending passage of "suitable all-in social security legislation," the Convention recommended "that present old age pension payments be increased to a minimum of \$65 a month for each recipient, whether married or single, and that all Canadians become eligible for such pensions at the age of 60 without means test," and further that local government authorities be asked to "reduce or remove property taxes upon the actual living quarters of old age pensioners."

Report of Executive Council

The Report of the Executive Council, presented by Secretary-Treasurer Conroy, outlined the year's activities of the Congress.

"On August 1, 1949," the report stated, "the Congress comprised 6 provincial federations, 34 district labour councils, 28 international and national labour unions with 1,039 units, and 189 local chartered unions. The membership of the Congress is approximately 360,000. During the past year a number of local chartered unions transferred to affiliated unions, and the Oil Workers International Union became affiliated to the Congress as from November 1, 1948, taking over the unions which the Congress had chartered in that industry." Charters were granted to 43 locals, and 4 new labour councils and one provincial federation were established.

During the year the Congress "gave substantial assistance, both financial and otherwise to the International Woodworkers of America. This was necessary," the report stated, "in view of the attempt of the Communist party in British Columbia to break up this union. Financial assistance was also given to the Retail, Wholesale and Department Store Union of America, in order to enable that affiliate to get through a difficult period."

The report reviewed the statement on wage policy, adopted in January, and the memorandum submitted to the Government in March (L.G., March, 1949, p. 249; May, p. 556). The report also described the withdrawal of the Congress from the World Federation of Trade Unions, and the decision to appoint one or more delegates to the Conference to be held at London in November for the purpose of forming a new international trade union organization. The report reviewed the decision of the Congress not to nominate a technical adviser to the 1949 session of the International Labour Conference since "no arrangements were made for consultation in connection with the appointment of the workers' delegate."

The report also described the disciplinary action taken against two Congress affiliates, which is referred to elsewhere in this article.

Financial Statement

According to the financial statement submitted by Secretary-Treasurer Pat Conroy, receipts for the year totalled \$370,822.65 and expenditures \$388,997.69, making a deficit on the year's operations of \$18,175.04.

Research

The Congress Research Department reported on a year of increased activities.

Much time was given to collective bargaining legislation; the Department prepared a series of briefs for the Congress and its affiliates; publications were issued; and the Department continued to supply information to unions and the public on a great variety of subjects.

Public Relations

Foremost among the plans mentioned in the Report of the Public Relations Department was the project of expanding the regular monthly bulletin *Congress News* in the direction of a tabloid newspaper.

The report praised the CBC for its presentation of "Cross Section" and other programs dealing with public affairs.

In regard to press relations, the report commented: "There has been a continuing tendency on the part of newspapers to assign particular writers to the labour field, with a resulting improvement in the standard of labour reporting."

Education

Increased activities were reported by the Congress Committee on Education, which dealt particularly with the series of week-end institutes conducted at various centres across the country. "All told more than 1,200 students participated in the various institutes," the report stated, "while several thousand additional members of Congress unions attended the banquets and public meetings which were included in the institute programs. In co-operation with the political action program of the Congress, political action work shops were also held in conjunction with several of the institutes.

"Your Committee can say without fear of contradiction that the institutes were received with very great enthusiasm and satisfaction by those who attended."

A second annual winter school was held on the Ajax Campus of the University of Toronto, and a summer school at Port Huron, Michigan.

The Committee indicated that much more needed to be done with regard to education in the labour movement, and made the following recommendations:—

(a) appointment of a full-time Educational Director and the necessary staff;

(b) purchase and preparation of equipment and materials, e.g., posters, booklets, bulletins, films, film strips, projectors, etc., necessary to the development of a broad educational program; and

(c) organizational work looking to the development of area educational councils, so that local educational activities may become increasingly self-sufficient, and to provide the machinery necessary for the follow-up of institutes, schools and similar activities.

In approving the report of the Education Committee, and a series of resolutions on education which had been submitted by affiliated unions, the Convention referred them to the incoming Executive with instructions that the program be implemented as finances permit.

Political Action

Reaffirming its support of the CCF as "the political arm of labour in Canada," the Congress voted to continue its Political Action Committee on a permanent basis.

Opposition to this policy was expressed by speakers from the United Electrical Workers and the Fur and Leather Workers, but President Mosher described the vote as "almost unanimous."

A report on the activities of the Political Action Committee in connection with 1949 federal and provincial elections was presented to the Convention by Murray Cotterill, Director of the Committee.

The report stated that PAC operated in a limited number of areas and claimed that the CCF vote improved or held its own in all those areas. It outlined a series of recommendations for future PAC activities.

M. J. Coldwell

In his address to the Convention, Mr. M. J. Coldwell, national leader of the CCF Party, outlined the objectives of the CCF, which, he declared, were to "secure for the producers of real wealth a fair share in the wealth produced by united effort." He said that the profits of 419 large corporations were 25 per cent higher in 1948 than in 1947; and that during the first few months of 1949 there had been a further increase of 30 per cent over 1948 for 25 per cent of the corporations. He charged that certain price increases had been unnecessary.

Mr. Coldwell outlined the record of his party in introducing motions favourable to labour in the House of Commons during the first three weeks of the fall session of Parliament.

Racial Tolerance

A National Committee for Racial Tolerance was appointed by the Congress in April, 1948, with R. J. Lamoureux of the United Steelworkers of America, Montreal, as chairman.

In its printed report to the Convention, the Committee expressed its opinion "that Canada as a whole is free from the more violent aspects of racial discrimination. All political parties in Canada, with the exception of a few minor groups, have carefully avoided the inclusion of race hatred in their

program. The Canadian press, radio and films are to be found amongst the agencies which are attempting to minimize racial tension and to promote a spirit of good will and understanding.

"Nonetheless," the report continued, "a careful survey of the situation in Canada will reveal the existence of racial and religious discrimination. It is not quite general yet; but it is our opinion that if it is not checked in time it could become a danger to our democratic way of life and to the unity of our country. We refer to instances of discrimination in the following fields: sale or rental of property, employment, entertainment and the use of public places."

The Committee stated its opinion that it is the duty of government authorities to introduce legislation to bar discriminatory clauses in property deeds.

"The extent of discrimination in employment in a number of Canadian provinces is not generally recognized," the report continued. "Such discrimination is often a subtle thing and difficult of proof. In 1948, a writer for a national Canadian publication disclosed the result of a project he had undertaken. He found that out of 47 telephone applications for jobs, 41 out of 47 were granted interviews when the name used was Anglo-Saxon. Only 17 out of 47 interviews were arranged when the name was Jewish. A study made in Toronto, in 1946, by the central region of the Canadian Jewish Congress indicated that there is not a Jewish white collar worker employed by a Toronto bank office and no Jew or Negro on the city police force. Reports also from heads of employment agencies bring out many facts of discrimination, because of race, religion or national origin. The very practice of making inquiries on job application forms in respect to race and religion is an indication of an unhealthy situation.

"It is our firm belief that such practices must cease. We must conduct an educational campaign against these practices and continuously urge both the federal and provincial governments to introduce legislation against such discrimination."

The report also attacked the practice of excluding people from hotels, restaurants and other places on racial grounds, and urged the provincial and federal governments to bar such discrimination wherever it becomes evident.

Describing the Committee's activities, the report stated that the Committee took part in a number of the Congress labour education institutes conducted at various centres across Canada; that thousands of copies of pamphlets were distributed; that radio broadcasts on racial discrimination were

delivered; and that representations were made to various legislative and civic authorities. Local labour committees against racial intolerance were active in Winnipeg, Toronto and Montreal.

The Convention adopted unanimously a resolution urging both federal and provincial governments "to pass legislation to require employers to hire individuals and deal with them as employees, without discrimination as to race, colour, creed or nationality."

During the course of the Convention the delegates were addressed by Mr. Michael Rubinstein, National Chairman, Jewish Labour Committee of Canada.

Labour Movement of Israel

During the course of the Convention, A. Miller, Vice-President of the Amalgamated Clothing Workers of America, brought greetings from the labour movement of Israel, and asked the moral support of the workers of Canada.

Co-operatives

During the Convention, Father J. A. MacDonald, St. Francis-Xavier University, urged the Congress to make use of the co-operative movement.

The delegates unanimously approved a resolution to "endorse and promote the organization of co-operatives and credit unions," and referred to the incoming Executive a suggestion to set up a committee on the subject.

Labour Day

George A. Martin, President of the Canadian Association of Tourist and Publicity Bureaus, solicited the delegates' support in having the date of Labour Day moved further back in the month of September, so as to encourage the prolonging of the tourist season.

Other Resolutions

Other resolutions adopted by the Convention put the Congress on record as follows:—

Seeking a closer relationship between the church and organized labour, and instructing the incoming Executive "to explore the possibilities, and effect a working liaison between the Congress and such representative bodies of the churches as the Canadian Council of Churches, the Christian Social Council of Canada, or any other appropriate church organization."

Expressing opposition to "the unwarranted use of legal injunctions against labour" and calling for "the immediate repeal of those sections of the Criminal Code which deal with injunctions;"

Resolving that the Congress "give every consideration towards unification of all *bona fide* central labour organizations throughout Canada;"

Urging the purchase of goods bearing the union label;

Calling for co-operation with the leaderships of the major farm organizations in Canada;

Opposing any increase in the cost of radio licences, and recommending that any further revenue required to maintain and improve the CBC be supplied from the consolidated revenue fund of the Government;

Requesting the convening of a Dominion-Provincial Conference "to discuss assistance to municipalities from the federal government through the provincial government, in the setting up and operation of hospitals, educational institutions or other facilities necessary to the well-being of the communities, and also in programs for the expansion of industries and the creation of new industries where they are required;"

Urging the federal government to establish a Canadian market for western coal;

Requesting that the federal government set up a non-partisan board or commission to work in co-operation with the Department of the Secretary of State, and with the provincial governments, "to develop and implement a program of education, informing every citizen of the responsibilities and rights of citizenship in a democratic country, and the principles and ideals of such a democracy;"

Urging governments to introduce an election system of proportional representation;

Requesting legislation to provide a statutory half-holiday with pay on federal election days;

Supporting the United Nations International Children's Emergency Fund;

Requesting that union dues, and health service insurance premiums, be exempted from taxable income;

Urging provincial governments to provide workmen's compensation at full rates of pay for all time lost through injury;

Supporting the Amalgamated Lithographers of America in their dispute with the Canadian Lithographers Association;

Supporting Local 100, Porcupine Mine Workers' Union in their dispute with the mine owners;

Supporting the drive to organize Eaton's department store in Toronto;

Protesting the authorization of the diversion of an oil pipeline to the United States instead of to a Canadian terminal.

Elections

A. R. Mosher and Pat Conroy were re-elected as President and Secretary-Treasurer respectively; while Alex McAuslane, Oil Workers Industrial Union, C. H. Millard, United Steelworkers of America, and Sol Spivak, Amalgamated Clothing Workers, were re-elected as vice-presidents, and George Burt, United Automobile Workers, Silby Barrett, United Mine Workers, J. E. McGuire, Canadian Brother-

hood of Railway Employees, Fred Dowling, United Packinghouse Workers, and Sam Baron, Textile Workers Union of America, retained their places on the Executive Committee. The Committee was enlarged from seven to nine members this year, and

William Robitaille, Canadian Brotherhood of Municipal Employees, J. MacKenzie, United Rubber Workers, Don Macdonald, United Mine Workers, and H. A. Chappell, Canadian Brotherhood of Railway Employees, were elected for the first time.

CANADIAN AND CATHOLIC CONFEDERATION OF LABOUR

The Canadian and Catholic Confederation of Labour held its twenty-eighth annual convention in Montreal, September 18 to 23, 1949, under the chairmanship of Gérard Picard, general president.

The opposition to Bill No. 5 (Quebec Labour Code), and recent incidents at Asbestos, were important factors in the principal decisions taken at the Convention. Determined to intensify their fight against atheistic Communism the delegates also gave their leaders greater scope to defend their cause, by approving the formation of a "civic action committee" and the creation of a professional defence fund having a potential value of one million dollars.

The registration of the 480 delegates representing 83,000 members began on Saturday, September 17.

The members met on Sunday morning on the Place d'Armes from where they proceeded to Notre-Dame Church for a special mass said for them by Mgr. Aimé Boileau, D.Ph., D.P., in charge of the parish of Lachine and former chaplain of the Montreal syndicates. The sermon for the occasion was preached by Rev. Roland Frigon, St. Hyacinthe, assistant-chaplain of the CCCL, who asked the Catholic labour leaders to consider themselves as apostles and to get as thoroughly acquainted as possible with the social principles of the Church in order to be able to spread its teachings in this matter amongst the labour classes and the public in general.

Opening Banquet

At noon on Sunday, close to 500 guests were present in the Windsor Hotel, at a banquet given by the Central Council of the Montreal National Syndicates, under the chairmanship of Horace Laverdure, municipal councillor. Some thirty persons were given seats at the head table, including Mgr. Arthur Douville, Bishop of St. Hyacinthe; Gérard Picard, general president of the CCCL; Paul-Emile Côté, M.P. for Verdun-Lasalle, representing the Hon. Humphrey Mitchell, Federal Minister of Labour; the Hon. Hormidas Delisle, Minister without portfolio in the Provincial

Cabinet, representing the Hon. A. Barrette, Provincial Minister of Labour; J. O. Asselin, president of the Executive Committee of the City of Montreal; T. Belzile, general secretary of the Catholic Farmers' Union; Mgr. J.-C. Leclaire, general curate of St. Hyacinthe diocese and president of the "Commission sacerdotale d'études sociales"; Rev. Louis-Philippe Camirand, Asbestos parish priest, and others.

His Grace Mgr. Douville

His Grace, Mgr. Arthur Douville, was the first guest of honour to speak. He stated that his presence at the banquet constituted a sort of public recognition by the Church of the principles of the CCCL and of its leaders. He emphasized that the Catholic labour movement must strive for the happy medium between economic liberalism and communism. Through collaboration in the Christian spirit with professional organizations of other classes of society, he stated, "the labour movement must work towards the social reform of society and a corporative economy."

Mr. Paul-Emile Côté

Mr. Paul-Emile Côté, member for Verdun-Lasalle, represented the Hon. Humphrey Mitchell, Federal Minister of Labour, whose Parliamentary assistant he is, and replied to the toast to Canada. "We have nothing to fear from the social principles of the Church," said Mr. Côté, "and we have everything to hope for from organizations such as yours. You must keep your devotion to the Church, it will make of you patriots and respected citizens, of use to your families first, to your plant, to your town, to your province and to the country. I hope that organizations such as yours, which is aware of the part it plays in society, will multiply."

Mr. Côté stated that "Ottawa is not afraid of organized labour, on the contrary it is in favour of it and encourages it." He concluded by saying that "it is by working hand in hand with the federal authorities that you have known and will know your greatest expansion."

Mr. Côté invited the workers to get in touch with the French editor of the LABOUR GAZETTE.

The Hon. Hormidas Delisle

The representative of the Hon. Antonio Barrette, Minister of Labour of the Province of Quebec, listed a number of legislative reforms brought about through the CCCL and other labour groups and assured the delegates of the co-operation of the Provincial Department of Labour.

Messrs. Asselin and Picard

Mr. J. O. Asselin and Mr. Picard, also spoke, the latter referring to the preceding speeches, especially those of Mgr. Douville and of Mr. P.-E. Côté. "You may be sure, Mr. Côté, that we have been happy to co-operate with the federal Department of Labour," said Mr. Picard, "and we thank you for the services of the French editor of the LABOUR GAZETTE."

"We have never had any problem with the Government in Ottawa," stated Mr. Picard, and turning towards Hon. Mr. Delisle, he assured him that the CCCL had never felt hatred towards any government. "If the situation has been rather tense lately," he said, "it is possible to do something about it. It is possible to wipe out what may have been a disagreement between the CCCL and the government of the Province of Quebec. This disagreement is a secret for no one, and if it is a secret, it is an open one. We hope that a draft bill of the type of Bill No. 5 will never again be tabled in the Provincial House."

Presidential Report of Mr. Picard

Mr. Picard submitted his presidential report at the first meeting of the convention during the evening of Sunday, September 18, 1949, in the Immaculate Conception Hall, where all meetings took place.

The president's report states that the past year has been "the most eventful one in the history of the CCCL and the one that has caused the most anxiety to its leaders." Mr. Picard recalled the four main events of the year: the strike in the furniture industry; the fight against the proposed labour code; the opposition to Bill No. 60 in connection with municipal and school corporations; and the strike in the asbestos industry. He then gave a detailed analysis of each of those events.

Mr. Picard drew various conclusions from this analysis, particularly in so far as political action of the CCCL and employers' rights are concerned.

The CCCL and Communism

He declared at the very beginning of his report that if the CCCL were not an anti-communistic organization, there would be no reason for its existence:—

"Communism aims to do away with God among the working people and to eradicate all sense of religion from the heart of man. It is not by chance that Encyclical *Divini Redemptoris*, issued by Pope Pius XI, deals with atheistic communism. Atheism is the main characteristic of modern communism. This is to be remembered. It will be more readily understandable that if labour is considered as a commodity and the workman as a machine, an atheistic atmosphere will bear upon the working class. Let social injustice, poverty and anti-labour laws be added to this and communism may rear its head. All it has to do is to criticize the existing system, promise social reforms, instigate a revolution if necessary, and then become the master. Atheism is then fed through certain material advantages and exalted by a rigid dictatorship.

"The CCCL," the president pointed out, "is of the opinion that in order to combat communism successfully, God must first be restored in His rightful place, not only amongst the working class, but in society as a whole; the worker must be granted the full rights of a human being; the family must be given proper protection so that it may be adequately fed, clothed, housed and educated; industrial organization must be promoted as a means of applying justice in the relations between employers and wage-earners; there must be legislation sincerely based on the good of the community. These are the constant aims of the CCCL, which only asks to be understood.

"Fortunately, the working class of the Province of Quebec is generally deeply religious and anti-communistic. But it must stay on the watch. If communists are proportionately few in numbers, they are active and ready to sacrifice much for the success of their cause. Among Catholics, too many content themselves with an oral and superficial kind of anti-communism and too little attention is paid to the application of social justice. Very artless is he who believes that he can do away with all real danger by injecting into the people strong doses of fear and hatred

Messrs. Jean Marchand, Gérard Picard and Romeo Ethier, shown from left to right, were re-elected respectively secretary, president and treasurer of the CCCL.



of communism. Fear and hatred are short-lived feelings that fade away along with their originating causes. Only firm convictions, based on correct information, will last."

The Furniture Strike

With regard to the furniture strike, which paralysed the main furniture factories in the Province of Quebec for four months last fall, Mr. Picard made the following statement:—

"When the time came to renew the collective agreements, the employers, in spite of the increased cost of living, were opposed to any increase in wages. The situation had not changed even when the conciliation stage was reached. Eventually, a majority finding gave full support to the employers' point of view with regard to wages. No proof of inability to pay was submitted. The strike, which lasted about four months, ended with the concluding of collective agreements providing for wage increases varying from fifteen to twenty cents an hour. This was a case where, after negotiations and conciliation had failed, and a ridiculous award had been made, a strike proved effective.

"What conclusion should be drawn," Mr. Picard wondered. "That a strike must be resorted to on every occasion? No. It must simply be understood that the CCCL, the Furniture Federation and its affiliated syndicates would have preferred to reach agreement at the time of the direct negotiations, but that when confronted with an intolerable situation they did not hesitate to declare a strike and to carry it through to a successful issue."

The Asbestos Strike

Mr. Picard recalled that the CCCL has no desire to do away with the institution of arbitration, that it has always defended and still does defend this principle, that it always recommends recourse to arbitration before any strike, and that it still considers a strike as a last resort, to be used in cases where the law provides for it. "The CCCL," he said, "is convinced that the situation would be less strained if it were agreed that the Superior Labour Council should play its part, if a real Labour Code were prepared, and if it were understood that questions of conflicting rights should be submitted to labour courts and those of conflicting interests to arbitration courts offering guarantees of impartiality."

Bills 5 and 60

After repeating that Bill No. 5, entitled "A Law Concerning the Establishment of

the Labour Code of the Province of Quebec", which was presented before the Legislative Assembly of Quebec at its last session, and then withdrawn, was a piece of legislation that is "backward, anti-labour and a menace to social peace," Mr. Picard added that the CCCL is still in favour of a provincial labour code, but that there should be prior consultation with the Quebec Superior Labour Council, which in its turn should study the briefs presented by interested parties.

As regards Bill No. 60, concerning municipal and school corporations and their employees, which was adopted at the last session (L.G., May, 1949, p. 612), he declared that many of its provisions are actually unjust because "for all practical purposes, the right of organization is denied the municipal employees of rural municipalities", and because "in so far as the wage-earners employed by municipal corporations of cities and towns are concerned, their privilege to resort to arbitration is qualified, in as much as it is restricted."

Labour and Federal-Provincial Relations

Looking at the question from a different angle, Mr. Picard made the following declaration:—

"... Bills 5 and 60 are among the worst thrusts made against provincial autonomy as regards labour, a question on which opinion is already much divided among the wage-earners. And it would be clear-sighted to note that the Federal Government is getting ready to offer greater social security in exchange for more extensive constitutional rights. This matter will be the subject of a special investigation during the year and the CCCL will have to adopt a stand regarding this desired security, provincial autonomy and the Canadian constitution.

"This is a major issue in the Province of Quebec and one that can only be treated objectively, with calmness and with a chance of being understood, if the working class is not obsessed by the fear of bitter disappointments that may be inflicted upon them by provincial autonomy. Is it believed that it will be sufficient to tell labour that Ottawa's social security is a 'mess of pottage' that is offered in exchange for the 'birthright' of provincial autonomy?

"If provincial autonomy is to become a source of social injustice," points out Mr. Picard, "it will only have been a transition leading to legislative union. Would it not be better to study, under favourable conditions, the practical means of attaining greater social security without resorting to a constitutional upheaval?"

Political Action

After declaring himself against any suggestion of forming a political party or of affiliating the CCCL with an existing political party, Mr. Picard made it clear that the reason for the existence of unions is not to come into office, but to safeguard the economic, social and moral interests of their members.

"It may be said that the CCCL," declared Mr. Picard, "by rejecting constantly since its inception the idea of direct political action, whatever its form, had considered it a wise policy to keep the tradition then established among the main labour organizations; it had also undoubtedly taken into account the firm and various political convictions of its members, and lastly, it had grounds to believe that the discussions of its Congresses, its annual submissions to the authorities, its various delegations, etc., through the information given public opinion and governments concerning the worker's attitude, would have been sufficient to obtain recognition for the just claims of labour. One must in all fairness admit that this peaceful but arduous method has, in many respects, bettered the lot of the working class. But, on the other hand, how many just claims have

lain in the bottom of desk drawers; how many problems have not been given any consideration!

"Still we must quicken our pace, we must not hesitate to resort to all honest means, to political action if necessary, in order to gain efficient protection for the working people without causing any prejudice to other classes of society in doing so. The CCCL's mission is not only to demonstrate the feasibility, but also the great advantages of applying the social encyclicals and to cause principles and measures capable of restoring social order to be integrated into legislation and practice. What a shame, in which the CCCL wants no part either through action or omission, if the social doctrine of the Church should not find its application in the Province of Quebec! There is no question of quoting excerpts from encyclicals in legislative texts, but rather of enacting legislation that is based on common welfare and Christian social principles and applying this legislation in an atmosphere of confidence, harmony and mutual respect.

"Political action in an organization such as the CCCL cannot be an end in itself, but a means to better safeguard the threatened interests of its members. Furthermore, this means should not be resorted to



His Grace, Mgr. Arthur Douville, Bishop of St. Hyacinthe, chatting with Mr. Paul-Emile Côté, Parliamentary Assistant to the Minister of Labour.

in all circumstances, but only after others have failed, and then only in as much as is considered necessary, and without prejudice to general interests."

A resolution adopted by the Congress, the text of which is published below, provides for the appointment of a "Civic Action Committee" in line with the President's views. This resolution, which was changed several times, was the subject of long and serious discussion.

The Employer and the Rights of Management

Next, the President tackled the employers' problem as regards union organization of labour. Mr. Picard singled out the present trend of employers as seeming to be "the establishment of a new defence line for the rights of management within business concerns, in order to check the advancement of labour and organizational reforms."

"In collective bargaining, such a state of mind leads management to confine its negotiations with unions strictly to the legal requirements and, from time to time, it succeeds in entering into agreements which, on certain points, are more stringent than the law, and thus in partially evading the effects of labour legislation. Management will not give up its position unless compelled to do so by the economic strength of organized labour.

"Moreover, in its opposition to the development of organization among workers, management is, at times, assisted by executive or semi-judicial agencies established by the Government, when not directly supported by the Government itself. It will be said that not all employers are as obstinate as those just described. Quite so. There are, in fact, some conscientious and social-conscious employers, but they do not constitute the general rule and their existence does not affect the bearing of the above comments."

In conclusion, Mr. Picard invited management "to get out of the fog" and resolutely work towards solving the labour problem.

Report of the Confederal Bureau

In his report, Mr. Jean Marchand, general secretary, notes that "the confederal year 1948-49 has been one of the liveliest in the life of the CCCL, and that it called for two plenary councils as well as eight regular meetings of the Executive." The report was submitted to the delegates at the session held on Monday morning, September 19. It deals with Bills 5 and 60 and with briefs submitted last spring to the Dominion and Provincial Governments (L.G., May, 1949, p. 561).

The Asbestos Strike

Dealing at length with the asbestos strike and especially with the disturbances of May 5 and 6 last, the report declares:—

Together with the tabling of Bill 5, the asbestos strike was the leading event of the year. Its repercussions were felt throughout Canada, in the United States and even in Europe. It was instrumental in throwing the spotlight on the asbestos syndicates and the Catholic labour movement.

The asbestos strike was a test of resistance. Never in the Province of Quebec was a trade union so fiercely attacked by anti-union forces which, it seems, wanted to strike at the entire labour movement through the CCCL. Slander, bludgeon, prison, everything was resorted to in order to overcome the will to resist of the miners placed, in the circumstances, in the front line in defence of free trade unionism. Had it not been for the Church's firm attitude, we wonder what would have become of our syndicates.

The report implies that the CCCL will publish the story of the asbestos industry's strike.

The Cost of the Asbestos Strike

The report gives as follows the cost of the asbestos industry's strike and shows where the money came from:—

Church door collections.....	\$ 167,558.24
Contributed by the CCCL and affiliated bodies	300,014.52
Personal donations	27,708.61
Unions affiliated with Canadian Congress of Labour.....	7,683.00
Unions affiliated with Trades and Labour Congress (AFL), Railway Brotherhoods, Brotherhoods of policemen, teachers, etc.	6,413.41
Total	\$ 509,377.78
Food shipped to Thetford and Asbestos valued at.....	75,000.00
Grand Total	\$ 584,377.78

Membership

The report revealed a total as of May 31, 1949, of 83,272 members paying fees to the CCCL.

Actually, the membership was reported to total 95,000; the difference between the actual figure and that given in the report being accounted for by the fact that some ten to twelve thousand members belong to organizations subordinated to the CCCL, but do not yet contribute their individual fee to the head body as their affiliation with the latter has not yet been completed.

The Canadian and Catholic Confederation of Labour is made up of sixteen Federations comprising 325 syndicates, as well as 55 affiliated syndicates.

CCCL MEMBERSHIP

Federations	May 31st, 1948		May 31st, 1949	
	Syndicates	Member-ship	Syndicates	Member-ship
Barbers—Hairdressers.....	9	827	10	740
Full-Fashioned and seamless hosiery.....	12	2,853	15	2,803
Building.....	64	12,053	64	12,163
Woodworking.....	17	3,569	16	3,660
Trade.....	19	2,784	15	2,625
Leather-shoe.....	13	8,139	14	3,180
Municipal employees.....	28	4,154	28	4,059
Glove workers.....	8	686	9	701
Printing.....	19	2,372	21	2,685
Mining industry.....	7	4,310	7	4,375
Metal trades.....	26	7,683	29	6,553
Furniture.....	12	1,324	11	1,289
Pulp and paper.....	28	7,492	30	8,320
Hospital services.....	14	3,366	16	3,379
Textiles.....	28	9,343	27	10,548
Clothing.....	12	2,420	13	3,760
Syndicates directly affiliated with the CCCL.....	316	68,375	325	70,840
	60	13,843	55	12,432
	376	82,218	380	83,272

N.B.—Regarding the item of membership in syndicates directly affiliated with the CCCL, the decrease comes from the smaller number of loggers this year for causes beyond the control of the CCCL.

Resolutions Adopted

The delegates to the 28th annual convention of the CCCL began considering the 154 resolutions on the agenda as early as Monday morning, September 19, and 127 of them were tabled and considered on that same day. Here are some of the main resolutions adopted:—

Compulsory Strike

The Metal Workers' Federation had recommended considering the possibility of amending labour legislation so that the Labour Relations Board may declare legal a strike called after strict observance of the Labour Relations legislation and that effective picketing may then be carried on without interference.

The Resolutions Committee amended the Metal Workers' Federation's resolution and suggested the following:—

That the CCCL consider the possibility of amending labour legislation and the criminal code, if need be, so that when a strike is declared legal, the principle of compulsory strike, with respect to the establishment concerned, may be recognized.

Medical Centre

Adopted was a resolution recommended by the Federation of Commerce to the effect that the CCCL

... urge the College of Physicians to establish a Medical Centre in urban

centres where urgent calls for available physicians could be referred so that the public may always have access to medical service.

Free Schooling

The convention declared itself in favour of the principle of free schooling and will convey its resolution to the Provincial Board of Education for the latter's point of view.

Collective Agreements

It was resolved:

that the convention protest against the abusive use which the Provincial Minister of Labour has made for some time of Section 6 of the Collective Agreement Act in limiting the scope of certain Orders in Council.

that the CCCL convention urge the Provincial Government that no Order in Council be amended by the Minister of Labour without having consulted the contracting parties.

Social Security

The following resolution was adopted on the subject of social security:

that the convention request the Provincial Government to amend the present labour laws so that employers will be obliged to negotiate in good faith the social security programs submitted by the workers' associations.

Labour Relations

On the subject of labour relations legislation it was agreed:

that the CCCL energetically protest against the anti-union tactics of the Labour Relations Board.

that while interviewing employees personally, the interviewers of the Labour Relations Board be accompanied by a representative of the applicant organization.

that the Labour Relations Board make its decision known within 30 days following receipt of the documents submitted by the applicant union, and give reasons for its decision.

Assistance to Youth

The Pulp and Paper Federation asked that the CCCL bring pressure to bear on the Provincial Government, so that, through the Secretariate of the Province and the Department of Youth and Social Welfare, assistance in the form of more substantial grants be given to college and university students.

The Resolutions Committee recommended that:—

the Provincial Government be requested to establish a fund to provide help for the young who have the capacity to undertake and follow high school and university courses and that the "Conseil de l'Instruction publique" (Education Board) be required to determine an adequate system for the distribution of such grants, bearing in mind the capacity of the pupils and their family status, in order to place such studies within the reach of the majority of the labour classes.

Margarine

The Resolutions Committee recommended that the CCCL leaders meet those of the Catholic Farmers' Union before voicing an opinion on the oleomargarine question, in order to reach a solution that will protect the interests of both parties.

Unemployment Insurance

A special committee made up of delegates who sit on the Courts of Referees of the Unemployment Insurance Commission considered the many resolutions advocating changes in the Unemployment Insurance Act. The said resolutions requested, among other things:—

that the Unemployment Insurance Act be amended in order to place dock workers (at Quebec) in the same position as other workers governed by the Act, that is, that they be entitled to benefits after having paid contributions for 180 days, and this at any time of the year.

The committee requested that effect be given as soon as possible to the recommendations contained in that resolution.

that an employee in respect of whom contributions have been made for five years and who has not collected any benefits, be able to obtain a card stating these facts, and that he be required only to present this card at the local office in order to receive the benefits to which he is entitled, such a procedure avoiding delays in the payment of benefits.

that unemployment insurance benefits be raised to \$24 per week for married people and to \$18 per week for bachelors and that the waiting period be reduced from nine to three days.

that the benefits for married persons be set at approximately \$4 per day and that for bachelors at approximately \$3 per day, and that benefits be paid in respect of all working days including that on which the claimant files his claim for benefits.

that the CCCL bring pressure to bear on the authorities concerned so that it may be represented on the National Employment Committee.

that sawmill and woods workers be brought within the application of the Act.

that the number of benefit weeks be computed in accordance with the total number of stamps in the booklet, without restriction of time.

that benefits be paid in respect of all the days on which the workers are unemployed, that is, in respect of all the days on which the workers are idle because of lack of work.

that any employment offered by the employment office of the unemployment insurance to someone who is receiving benefits, for which the rate of pay is not equal to that actually earned by the applicant in his former employment, be considered unsuitable, until his right to benefits is exhausted.

that every worker who is compelled to take leave without pay be entitled to his unemployment insurance benefits.

Tracking Down Tuberculosis

The CCCL asks the Provincial Government to place X-ray examinations at the disposal of everybody in the Province of Quebec.

Trade Union Defence Fund

After lengthy discussion the delegates adopted a resolution allowing the Executive, when finding itself in unusual circumstances involving the whole CCCL movement, to call a plenary session in order to decide, if necessary, on a special tax of \$1 a month per member. This special fee may not exceed \$1, and the plenary meeting could also decide on its duration.

In the same resolution the delegates urged federations which have not yet done so to set up trade-union defence funds.

The amount of this fund is left to the discretion of the federations, which know their own needs better than any one else.

The purpose of this special CCCL fund would be to help out a federation or syndicate whose funds became exhausted during a struggle. In that case the CCCL does not want to leave such a syndicate or federation to the mercy of an employer.

By applying the terms of the resolution to their fullest extent the CCCL could, if it became necessary, collect more than a million dollars in one year.

Political Action

Following discussion of Mr. Gérard Picard's comments on political action, the committee appointed to study the General President's report suggested the establishment of a "legislative guidance" committee. But, in the end, a new project prepared by Mr. Jean Marchand, secretary of the CCCL, providing for the establishment of a "civic action" committee, won the support of all those who opposed the first project. Only six of the 450 delegates were not in favour of this new project.

The members of this "civic action" committee will be appointed as soon as possible.

The resolution on this subject was as follows:—

Objects of the Committee

(a) To see that the economic and social reforms advocated by the CCCL are expressed in legislation and its application.

(b) To educate our members and the working class in civic matters.

(c) To guide public opinion towards class co-operation which meets the requirements of the social doctrine of the Church.

Organization

A Central Committee of Civic Action shall be formed by the Congress; its members shall be appointed and their number determined by the Executive. With the co-operation of the Central or Regional Councils and the Councils of the Syndicates, and with the authorization of the Executive, the Committee may cause regional or local sub-committees to be set up with the same aims as its own.

The activities of the Committee shall come under the jurisdiction of the Executive, which shall decide upon its rules and regulations.

Means of Action

(a) To familiarize the general public with the program of economic and social reforms adopted by the CCCL.

(b) To inquire into the attitudes of men in public office with regard to problems concerning labour and its union organizations and to convey this information to members and to the public at all times.

(c) To establish sustained contacts with legislative authorities through representatives.

(d) To educate the working man to avail himself of his right to vote and to do it so as to serve his interests and those of common welfare.

(e) To point out the right and wrong applications of the law.

Rent Control and Housing

As the resolutions were discussed, the Federal Government was asked to maintain rent controls "as long as the present housing situation remains."

The Congress also favoured a housing construction program submitted by the "Fédération des coopératives d'habitation du Québec", which tends to favour the small property owners.

The Executive proposes to examine recent declarations made by the Federal Government with regard to new construction facilities, which were brought before the House of Commons by the Hon. Robert Winters.

Assessment

Due to increasing costs of operation, the Confederation has raised the monthly dues of members by five cents.

The amount for affiliated organizations, which was 20 cents for each member represented at the Confederation, has been raised to 25 cents.

Mr. Gérard Picard Re-elected General President

The 28th Congress of the Canadian and Catholic Confederation of Labour ended on Thursday, the 22nd of September, following the election of the General Council for the year 1949-50.

The General President, Mr. Gérard Picard, and his two main assistants, Messrs. Jean Marchand, secretary, and Roméo Ethier, treasurer, were re-elected by acclamation to their respective posts.

The vice-presidents for the six provincial districts are the following: Gaston Ledoux, Granby, re-elected; Horace Laverdure, Montreal, also re-elected; Lucien Dorion, Quebec, replaced Philippe Lessard, Quebec; R.-L. Boily, Chicoutimi, re-elected; F.-X. Légaré, Rimouski, replaces François Bilo-deau, Hull, and Rodolphe Hamel, Asbestos, replaces Mr. Légaré, who was 6th vice-president last year. Mr. Hamel is president of the National Federation of the Mining Industry.

Rev. Father Henri Pichette, of Joliette, who was Chaplain of the CCCL last year, continues as such.

British Trades Union Congress

The British Trades Union Congress exercised restraint in its decisions in regard to wage increases, and supported Government policy as to the need for increasing production to cope with Britain's monetary problems.

The eighty-first annual meeting of the British Trades Union Congress was held at Bridlington, Yorkshire, England, September 5-9, 1949. Approximately 900 delegates, representing 187 unions having a total membership of over 8,000,000, were in attendance.

Among the notable speakers who addressed the Congress were Prime Minister, Clement Attlee; Hon. James Griffiths, Minister of National Insurance and delegate from the Labour party; Mr. Walter Murdoch, fraternal delegate from the Trades and Labour Congress of Canada and Mr. Harry Bates, representing the American Federation of Labour.

Presidential Address

In his presidential address, Sir William Lawther pointed out that the possibility of maintaining full employment depended to a great extent on trade union behaviour. "We can be quite sure," he said, "that the claim of the Labour Government to a renewal of its mandate in the coming general election will not be sustained by a majority of the electors if trade unionists set their sectional interests against the common weal. And," he continued, "we can be equally sure that if the general election should result in the defeat of Labour we shall see a reverse of the Labour policy of progressive socialization, full employment and social welfare."

Sir William asserted that the trade union movement would resist any attempt to deprive workers of the right to strike and he declared that it was "disgraceful" for trade unionists to be led by Communists into unofficial strikes.

Referring to the Marshall plan for European aid he stated that while the generous co-operation of the United States was appreciated, "the fact remains that the real and substantial progress we have made towards recovery is the result mainly of our own tremendous and sustained endeavours to produce enough to pay our own way and meet the country's need."

Dealing with what he described as attempts to poison public opinion abroad by leading Americans and others to believe that British workers were slacking, he pointed to an increase of more than 25

per cent above pre-war in industrial production as evidence of the workers' efforts.

He denied that British industry had been disturbed by frequent stoppages of work. In the three years 1946-48 only 5,537,000 working days were lost in this way as compared with 147,373,000 in the years 1919-21. Most of the strikes had been "unofficial stoppages against the advice and directions of the unions whose members were involved," he said. Sir William cited official figures of industrial disputes for July, which, he said, "show that a single unofficial Communist-instigated stoppage in the London docks involved a larger number of workpeople than were affected by all the stoppages that took place in the corresponding month of last year." Deploring the "misuse of the strike weapon," he pointed out that in days gone by it was the "strongest weapon in the trade union armoury when it was used under trade union authority for clearly defined industrial purposes."

He asserted that the time had now come to say that unofficial strikes must be outlawed. With a Labour Government in office and the trade union movement strongly organized and exercising its present influence, no deadlock should arise which could be broken only by the hammer-blow of a large-scale strike, he said.

Trade unions stood today at a point where two paths diverged. They could go on in the old way, treating every difficulty in industry as a manifestation of an irreconcilable conflict between employer and employed, or they could recognize that the fulfilment of political democracy led on to the attainment of industrial democracy. That meant that every union had a specific contribution to make in guiding the developments by which capitalistic profiteering enterprises were being transformed into public services. This transformation could be halted or reversed if trade unionists took the wrong path.

In conclusion, Sir William referred to the failure in the initial attempt to establish a World Federation of Trade Unions due to the action of "outside political forces that for reasons that ought to be fully understood, attempted to order and determine the course of action that the WFTU should

take. . . . We will not allow our purposes and aims to be directed into grooves to suit political parties. That is slavery," he said.

General Council's Report

The General Council's report—a 228-page volume—recounted the results of a conference between the TUC production committee and seven unions or union federations in key export industries. The Council said: "On production techniques . . . opinions are divided. Again the fear of redundancy as a result of new methods was an overriding consideration, although where it was clearly shown that working people declared redundant could be reabsorbed there was little or no union opposition."

The report declared that "perseverance in the effort to improve the efficiency of our industries, to increase productivity and so to lower production costs, and in the meantime to restrain increase of personal incomes is the only possible policy for unions to pursue."

The General Council reiterated its belief that "subversive influences" were engineering or exploiting strikes for their own ends. Still another important subject from labour's standpoint discussed in the report was workers' participation in the control of industries that had been nationalized by the Labour Government. It was asserted that unions in nationalized industries had complained of instances of favouritism, class prejudice, frustration and cynicism in the operation of labour-management consultative machinery and in promotion and advancement in nationalized industries, although, for the most part, unions were satisfied with the consultative procedures.

A motion by the General Council which called for "the greatest possible measure of restraint" in making wage claims and opposing any lowering of wages, or lengthening of working hours was carried by a large majority.

A lengthy resolution setting forth the attitude of the Council with respect to the nation's economic problems was subjected to a lengthy debate. The resolution stated that "a permanent solution of the nation's problems could only be found internally, in a greater volume of production at lower costs and externally and internationally concerted efforts to maintain living standards and full employment." It was declared that "only by consistent support of this policy would it be possible to maintain full employment; to safeguard the program of social security; to protect and improve the general standard of life; to develop effectively the nationalized industries; and to establish British Trade and

industry on a basis which would permit it to play its part in developing a world-wide system of multilateral trade with freely convertible currencies." The Congress rejected any alternative proposal that the country's problems could be solved by the lowering of wages, the lengthening of hours of labour, or a contraction of social services.

Other specific features of the resolution related to cost-of-living subsidies, price control and profit margins. It was held that the cost-of-living subsidies had served to redistribute income, but that it was impossible to visualize them "rising to an indefinite level." Regret was expressed at "exorbitant profits . . . especially on consumer goods," but because of the need for dollars, "it had not been found possible to determine what were reasonable profits and dividends."

Following a lengthy debate, during which amendments were presented on the policy of restraint in wage demands, the main resolution was carried by a vote of more than six to one.

Nationalization of Industry

The General Council was asked to make a study of the main sections of the engineering and foundry industries to determine which were appropriate for nationalization.

A resolution was adopted asking that in the event of nationalization of further sections of the insurance industry, the trade unions of insurance workers should be consulted at all stages.

The future of the shipyards was the subject of a resolution pressing for the liquidation of National Shipbuilders Securities, Limited, and the establishment of a committee of inquiry to consider the future of the shipyards it had closed down under restricted covenants. It was urged that speedy action was essential "in view of impending recession in the industry." The question was referred to the General Council.

The Congress declined to take action on the problem of equal pay for men and women, on the ground that it was "inadvisable at this stage to exercise any such pressure on the Government." The unions were being asked to hold back their legitimate claims for wage adjustments because of the current situation, and the women were expected to do the same in the national interest.

Prime Minister Attlee's Address

Addressing the Congress on the same day that representatives of Britain, the United States and Canada opened their conference

in Washington on financial problems confronting the three nations, Prime Minister Attlee declared that the British people would do their utmost to make the fullest contribution to the solution of the disbalance of trade between the sterling and dollar areas. He demanded "an all-out effort" to produce and sell British goods in the dollar market, and he appealed for the continued close support of the trade unions for the Government's recovery policies. He declared that despite the difficulties of the nation's complete economic recovery, the Government and the trade unions would not be daunted. He rejected the device of lowering wages as a means of reducing the cost of British goods and indicated that he opposed a reduction in British social services. While he did not believe in lowering wages as a means of reducing production costs, he held that reducing costs did require the highest efficiency, and that no wage increases shall be granted without a matching rise in productivity. He demanded from the workers "statesmanship and a sense of high responsibility" to the nation. "The economic margin on which we work is very narrow. It is up to all of us to help widen it," he said.

Alluding to the cost of Britain's social services, which critics had claimed placed an unduly heavy burden on the country's economy, Mr. Attlee expressed the hope that public opinion would act against "a small minority" who were "abusing the social services in such matters as sickness benefits and health service." He implied that the social services were worth what they cost and should be fully maintained. He asserted that Britain's dollar shortage was not a new problem, but caused concern before the second World War. Nor was Britain a "mere suppliant" for American aid, but a partner of the United States and had done her share in helping others. "The plain truth," he said, "is that this difficulty of international payments would have faced any Government. It cannot be solved by one Government in isolation."

Referring to other international relations, the Prime Minister touched upon the split between the Communist and non-Communist unions in the World Federation of Trade Unions. "I hope, as I am sure you do, that wiser councils may prevail with the Communists and that they will abandon their policy of trying to dictate to other nations and will come eventually to understand and practice in the economic and political field those principles of democracy which are so well appreciated in the countries which have enjoyed free institutions for many years."

The reaction of the delegates to the Prime Minister's address was indicated by the prompt abandonment of a proposal that the Government should "terminate as soon as possible the order enforcing compulsory arbitration in trade disputes," as "it would launch us into wholesale strikes." A representative of the General Council gave an undertaking that the Council would examine the whole arbitration machinery with a view to eliminating defects and anomalies in it.

Communism Rejected

By substantial majorities the Congress adopted two resolutions backing the Executive Council's anti-Communist activities both at home and abroad. The first of these was on a resolution, presented by Arthur Deakin, former chairman of the World Federation of Trade Unions, asking for approval of the British withdrawal from the WFTU (L.G., March, 1949, p. 251) and its decision to join in an effort to build a new international trade union movement. The second endorsed the General Council's policy of keeping affiliated unions informed on Communism and urging that Communists be not elected to positions of trust in the British trade union movement. The first was accorded a favourable vote of more than six to one and the second of nearly ten to one.

Address of ILO Director-General

The Director-General of the International Labour Office, Mr. David Morse, gave a review of recent ILO activities.

"Since I addressed you at Margate," he said, "the ILO has had a busy year. Our Conference has adopted a new Convention for the protection of wages, a Convention on labour clauses in public contracts and a Recommendation on vocational guidance for young workers and adults. We have held a special regional conference in Latin America. We have had meetings of the industrial committees on the building industry, coal mines and inland transport, at all of which the TUC was represented.

"We have adopted a massive code on safety in factories which will protect industrial workers from injury and death. We have developed our program of practical assistance to countries in dealing with their manpower problems.

"We have co-operated with the United Nations in working out plans for technical assistance to under-developed countries. We have sent and are sending experts into various countries to give advice in the solution of their labour problems. We are

constantly receiving requests for advice and assistance and we are doing our best to respond."

Fraternal Delegates

Mr. Walter W. Murdoch, fraternal delegate from the Trades and Labour Congress

of Canada and Mr. Harry Bates of the American Federation of Labour paid tribute to "Britain's splendid accomplishment in the face of adversity."

Mr. H. L. Bullock, National Industrial Officer of the General and Municipal Workers was elected President of the newly elected General Council of the TUC.

Inter-American Confederation of Labour Convention at Havana, Cuba

Delegates from labour organizations in most of the countries of the Western Hemisphere met in Havana, Cuba, early in September, for the second Congress of the Inter-American Confederation of Labour (CIT). Representatives attended from Argentina, Brazil, Bolivia, Chile, Colombia, Costa Rica, Cuba, El Salvador, Ecuador, Guatemala, Haiti, Mexico, Panama, Puerto Rico, Uruguay, United States, British Guiana, Dutch Guiana, Virgin Island, Jamaica, Paraguay, Peru, St. Lucia and Trinidad.

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, although unable to attend the Convention, was elected a member of the governing Council.

Claiming to represent over 14,000,000 workers, the Inter-American Confederation of Labour was formed at Lima, Peru, in 1948, ostensibly to oppose the Communist-led Latin-American Federation of Labour headed by Vicente Lombardo Toledano of Mexico. The Confederation is said to comprise "a solid block of labour organizations in Central and South American countries and also in Mexico and the United States (AFL). The Congress elected E. Mujal Barniol of Cuba as presiding officer.

The Cuban Minister of Labour, Dr. Edgardo Buttari and other high civil and military officials attended the formal opening of the Congress. Representation at the meeting was refused the Latin American Federation and the Communist press carried on an active campaign in opposition to the meeting. In particular, attacks were made on Serafino Romualdi, a prominent official of the International Ladies Garment Workers Union (AFL), who was chosen as chairman of the Resolutions Committee.

Bernardo Ibanez, President of the Confederation, called on the delegates to endorse fully the efforts of the free democratic trade unions to form a new global organization opposed to "the Communist-dominated World Federation of Trade Unions." He urged the delegates to examine the basis of co-operation between the Inter-American

Confederation and the new world labour group that is scheduled to hold its first congress in London in November, 1949.

The Confederation's steering committee adopted unanimously a proposal for the creation of a "human rights tribunal" for the Americas, where individuals and groups suffering at the hands of dictatorial régimes might present their case. Action was also taken calling on the ILO to establish a regional office in Latin-America to expedite its work there.

The Congress adopted a long report on what was termed "the crisis in democracy in Latin America," with especial emphasis on the effect of military dictatorships in certain South American countries where, it was reported, "persecution of labour movements . . . has been a severe blow to the workers and the true democrats." Communist activities in trade unions were denounced and the delegates were urged to renew the fight against Communism, Fascism, and other forms of totalitarianism.

"Racial discrimination" was subjected to lengthy discussions, resulting in the passage of a resolution which pledged support to the unions in combating any attempts to divide workers along racial lines.

A report on industrialization of Latin-America resulted in a declaration that such industrialization was a prime necessity in agricultural nations and that it should be hastened so as to provide a life "compatible with human dignity." The Congress set up a "Continental Agrarian Commission" which was authorized to call a special continental conference of officers of all the farm organizations in the Western Hemisphere for an exchange of ideas on ways and means of improving the standard of living and the culture of farmers, especially migratory farm labour.

While no specific plans were made for the co-ordination of the work of the CIT with the new world federation of free trade unions, the convention was unanimous in recommending affiliation.

The convention went on record as favouring (1) the establishment of trade union scholarships for young Latin-American trade unionists who may wish to study labour problems in the United States, or other free countries of the Western Hemisphere; (2) action by the incoming executive with a view to establishment of a universal minimum wage for sugar workers and other measures designed to stabilize and equalize the labour costs in this industry; (3) a study of ways and means of publishing

a fortnightly or monthly organ of the CIT in magazine form.

Bernardo Ibanez of Chile was re-elected President, Francisco Aguirre of Cuba, General Secretary, and a 25-member executive was set up. The General Council of the Confederation was given power to enlarge its membership, reportedly to leave the way open for the CIO to affiliate. It was decided to transfer the organization's headquarters from Santiago, Chile, to Havana, Cuba.

UNEMPLOYMENT AMONG OLDER WORKERS, 1945-49*

Unemployment among older workers in the post-war period has not been serious in numerical terms. There was a slight increase in unemployment in the over-45 age group during the reconversion period, reaching a high of 48,000 in February, 1946. In the boom years 1947 and 1948, the number out of work was near the minimum possible, averaging about 25,000. Although in the winter of 1949, with the general increase in unemployment, the total number of older workers returned to 47,000, by June the figure had been reduced to 22,000.

The difficulties encountered by unemployed older workers in their search for jobs was one of the more serious employment problems in Canada before World War II. During the past decade, this problem has been obscured by the general shortages of labour. It can be expected to re-appear, however, as more normal employment conditions return. In fact, it is a problem which may grow increasingly serious in the future as a larger and larger proportion of the Canadian labour force becomes composed of workers more than 45 years of age.

It was about 40 years ago that public recognition was first given to the special employment problems of older workers. By that time, life expectancy had increased and, since employers showed a preference for younger workers, older persons were being displaced. As a result, more and more people began to spend their later years in conditions of poverty and misery.

A movement for reform and improvement in institutions for the aged and for old age pensions was one of the earliest expressions of public concern with this

problem. The movement reached its peak in the first quarter of this century and, in Canada, resulted in the establishment of a system of old age pensions in 1927.

But the provision of this minimum of financial security did not solve the problem. The benefits were confined to the very old, those over 70. This did nothing to help the men or women between 45 and 70 who found it difficult to secure alternative employment when they lost their jobs through no fault of their own.

In the depression of the "thirties", the problem became much more serious and widespread. Hundreds of thousands of workers in Canada lost their jobs and their self-respect. Studies made in the United States where conditions were similar to those in Canada, showed that the incidence of unemployment bore most heavily on the younger and the older worker. Many of these despaired of ever being gainfully employed again.

With World War II, a new stage in the history of the older worker began. With nearly a million men drained off into the Armed Services and with industry continually striving to increase production, Canada's surplus pool of labour was soon

* This article was prepared in the Economics and Research Branch, Department of Labour.

depleted. All employable persons were able to find work, although the older worker was often the last to be hired. Unemployment was reduced to a minimum.

After the war, with reconversion and the return to the labour market of thousands of ex-servicemen, it was thought that many older workers would be pushed out of their jobs. This did not happen on a large scale, however, although a considerable number were forced to accept lower paid and less attractive work.

In the prosperous post-war years, there was a seemingly insatiable demand for goods of all types. Production, prices, and wages all rose steadily. The demand for labour was also strong, with unemployment correspondingly light. The older worker, along with workers in all other age groups, benefited from this period of prosperity.

Consequently, the number of unemployed in Canada over the age of 45, in the three-year period from 1946 to 1948, was never very large. The annual averages for each of these years were as follows: 1946—31,000; 1947—22,000; and 1948—25,000. In other words, about two per cent of the approximately 1,500,000 workers in Canada over the age of 45 were unemployed in the post-war period. This rate of unemployment is not generally considered serious from the point of view of the economy as a whole.

During the winter of 1949, however, unemployment was somewhat worse than it had been in either of the previous two years. Total unemployment reached 200,000, its highest point since the winter

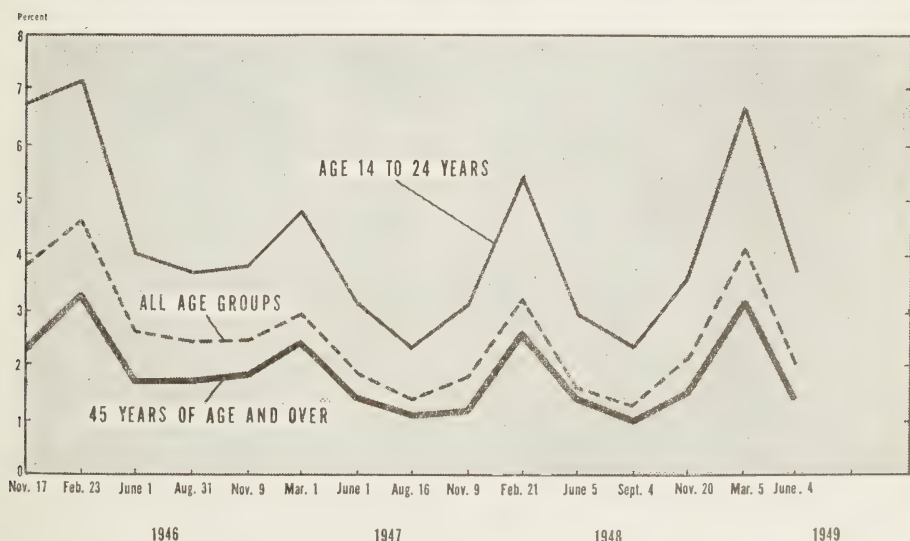
of 1946. Unemployment among those over 45 rose to 47,000, about the same as its level in 1946. This increase was not any larger, however, in relation to the respective labour forces than that which occurred in any other age group and can be attributed to seasonal factors. By early summer the number of persons out of work in Canada dropped to just over 100,000, of whom about 20 per cent were in the over-45 age group,

Unemployment and Employability

More than any other age group, older workers tend to fall into two extremes as regards economic security. On the one hand, a large number achieve job security or financial independence by middle age. A much higher proportion of own-account workers of proprietors are to be found among the more mature; others may attain a position of responsibility, or build up a certain amount of personal wealth, either of which act as a buffer against the possibility of extended unemployment. In the case of the wage-earner, seniority may protect him against lay-offs. Among these groups, who have attained some measure of financial or job security, the rate of unemployment is low.

On the other hand, there is an equally large group who have no special skills and who have been unable to achieve a position of economic security. In youth, lack of job qualifications is a handicap when unemployed but not an insuperable one. As a person grows older, the problem of finding re-employment when out of work becomes increasingly difficult. The unskilled

PERCENTAGE UNEMPLOYED IN SELECTED AGE GROUPS



man, whose employability is further lowered by the physical and mental handicaps associated with aging, is at a marked disadvantage. It is amongst this group that unemployment is most prevalent.

An analysis of those who are over 45 who have registered with the National Employment Service as unplaced applicants bears out this point. Over one-half of the total are classified as "unskilled" or "service" workers. About one-third are registered as having some sort of a skilled trade or special qualifications. In short, it is the less qualified who are thrown out of work first.

Dividing these applicants into broad occupational groups, the following percentage distribution is shown, as at the first of January from 1947 to 1949:—

Occupational Group	January, 1947	January, 1948	January, 1949
	Per cent	Per cent	Per cent
Unskilled	40·8	36·0	33·2
Skilled and semi-skilled.....	29·8	37·7	33·4
Service	15·3	16·7	20·7
Clerical	6·7	4·3	5·7
Sales	3·0	2·1	2·8
Professional and managerial.....	2·9	1·8	2·6
Agricultural	1·5	1·4	1·6
Total	100·0	100·0	100·0

As an indicator of unemployment, the above statistics must be qualified in several ways. The "unplaced applicant" is not necessarily unemployed, he may be at work but looking for another job. Further, these figures refer only to that part of the labour force which passes through the National Employment Service. It may be that there is a greater tendency on the part of the unskilled than the skilled man to register at his local employment office.

Even when allowance is made for statistical shortcomings, it is quite evident that it is the unqualified worker who becomes unemployed first. To the individual, then, the problem is one of increasing employability at an earlier stage in life to enable him to maintain his position in the labour market. It is the man with a trade, or a profession, or some particular abilities or training, who stands the best chance of obtaining re-employment after he is past the half-way mark in life.

Seasonality of Unemployment

One of the outstanding characteristics of unemployment among older workers is its seasonal nature. As is well known, unemployment in Canada is highest in the winter

months when such industries as agriculture and construction are seasonally inactive. Among workers in the over-45 group, from 1946 to 1948, unemployment in the summer was about half its total in the winter, as shown below.

Date	Number Unemployed			
	1946	1947	1948	1949
Feb.	48,000	34,000	38,000	47,000
June.	26,000	21,000	22,000	22,000
Sept.	26,000	16,000	16,000	....
Nov.	25,000	18,000	23,000	....

These seasonally unemployed persons may be divided into two broad groups. First, there is the unemployment due to conditions peculiar to certain occupations or industries. Secondly, the general seasonal slackness in the economy as a whole results

in unemployment among the "marginal" workers, those whose employability is considered to be low by employers.

In the winter months, there are fewer job openings and more workers looking for employment. In the keener competition, the younger and more physically fit men are generally the first choice of employers. The volume of unemployment rises, therefore, among the older workers, who are invariably the last to be hired.

Some of this seasonal unemployment is in occupations and industries in which work comes to almost a complete standstill in winter. Generally speaking, the most seasonal industries in Canada are agriculture, construction, forestry and certain sections of the manufacturing and service industries. The older worker is to be found in considerable numbers in these industries and some off-season unemployment is to be expected, despite the fact that he is entirely competent in his job.

Both of these types of seasonal unemployment among older workers are reflected in the statistical data available on those seeking jobs during the winter months. In the winter of 1948-49, a peak of 70,000 applicants over 45 years of age were unplaced at local employment offices across

Canada. More than two-thirds of these were divided among three main occupational groups: unskilled (25,000); construction workers (10,000) and service workers (10,000). Of these, the unskilled and service workers represent the type of job-seeker whose employability is low and the construction group an industry in which seasonality is severe. Among the remainder, there were some occupational groups, such as seamen, agricultural labourers and truck drivers, who were prevented from working in their trade by weather conditions. In other groups, such as retail clerks, machinists and welders, and clerical workers, the supply of labour exceeded the demand and only the best qualified were able to find work.

There are some restraining factors on the extent of this seasonal increase in unemployment. Many older persons withdraw from the labour force in the winter months. These would include, for example, people who work for a short time each year to supplement their income. In the summer of 1948, the number of persons over the age of 45 at work was about 1,550,000, or approximately 80,000 more than in the previous winter. Other older workers are able to work in different industries in summer than in winter, as in the annual shift between forestry and agriculture in Eastern Canada.

Another factor limiting seasonal unemployment is the higher percentage of own-account workers and employers in this age group, as noted previously. The greatest single industrial concentration of older workers is to be found in agriculture. According to the latest census statistics, which are for the year 1941, about one-third of the total of 1,200,000 males over 45 at work were employed on farms. One would expect that seasonal unemployment would be high among this group. Some 85 per cent of these men, however, are own-account farmers and, as such, less affected by periods of seasonal inactivity. It is among farm labourers, most of whom are young men, that seasonal unemployment in agriculture occurs. In other industries, the proportion of proprietors is not so great and this factor operates to a lesser extent.

Sex Distribution of Unemployment

In the over-45 age group, there are many more men than women in the labour force, and unemployment, consequently, has been chiefly among males. There are some 200,000 older women in the labour force, about one-seventh the number of men. The number unemployed since 1945 has been in roughly the same proportion.

Usually, there have been about 1,000 or 2,000 older women, never more than 3,000, out of a job.

Although the relative rates of unemployment by sex have been about the same in the post-war period, the employment problems facing women are different in many respects than those of men in the same age group. These problems include not only those which traditionally face women seeking work but also others arising from conditions peculiar to the period from 1945 to 1948.

The employment situation from 1946 to 1948 was characterized by a general shortage of women workers. Many women, especially those who were married, had stopped working when the war industries closed. With plenty of jobs available from 1946 on, older women came back into the labour force in increasing numbers. From 1946 to 1948, the total number of women at work increased from 187,000 to 201,000.

With the serious labour shortage, finding a job was not very difficult. Nevertheless, suitable employment was not always available for older women, many of whom were returning to the labour force after an absence of some years. The most serious lack of women workers was in lower paid and less attractive work, such as domestic and factory employment, which many women will not accept.

Although occupational opportunities for women have been broadening steadily, the majority are still employed in occupations traditionally associated with their sex. Thirty per cent are in clerical work; 20 per cent in services, 13 per cent in commercial jobs (including sales clerks), and another 10 per cent are in the professions, mainly teaching and nursing. For all women, the choice of work is quite narrow. For older women, the choice is even more so, since, to a greater extent than is the case for men, preference is given to the younger person. This is especially true in regard to clerical and sales work.

Unemployment by Age and by Region

How does unemployment among the more mature workers compare with that of other age groups? In general, it can be said that their rate of unemployment has been lower in the post-war period than the average for all ages.

As the table below indicates, unemployment is relatively greater among workers under the age of 24. It seems likely that this is due to the nature of the labour force among younger workers. Labour turnover, in particular, is much larger among young

people. Many have not settled down to one occupation; others are students in search of temporary employment. As well, it is usually easier for a younger person to find re-employment. The older worker tends to stay in the job he has.

The following table presents unemployment as a percentage of the labour force in the respective age groups:—

Age Group	No.	1946		1947		1948	
		Per cent	No.	Per cent	No.	Per cent	No.
14-19.	28,000	4.6	21,000	3.5	25,000	4.4	
20-24.	32,000	4.6	22,000	3.1	21,000	2.9	
25-44.	53,000	2.6	33,000	1.6	32,000	1.5	
45 plus.	31,000	2.1	22,000	1.5	25,000	1.6	
Total.	143,000	3.0	98,000	2.0	103,000	2.1	

There is one feature of the regional distribution of older worker unemployment which should be mentioned. In the province of British Columbia, there were relatively more unemployed over 45 than in any other region. It is true that there are proportionately more older workers in British Columbia, but unemployment among these workers is also higher.

Conclusion

From the foregoing data, several general observations can be made on the nature of unemployment among workers over the age of 45 from 1946 up until the summer of 1949. First, unemployment was not serious in this age group, in terms of numbers involved. In fact, in the summer months, it was probably quite close to the minimum. There was, however, a marked increase in unemployment among all age groups in the winter of 1948-49.

Regional, age and sex breakdowns of the statistics show several significant points. First, most of the unemployed older workers were men, although indications are that the rate of unemployment was about the same for men as for women. Secondly, the regional distribution of unemployment showed only one departure from the normal distribution, in the unusually high proportion of older workers on the West coast. Finally, in comparison with other age groups, the extent of unemployment for those over 45 was below the general average.

While general statistics such as these provide a quantitative picture of unemployment, they cast no light on the basic problem—that of increasing the employability of the older worker. To each one of the 25,000 unemployed in the post-war years, this was a very real and tangible question. Re-employment was more difficult for them than for the younger person

and often involved downgrading in their type of work.

In this article, the age 45 has been arbitrarily selected as the lower age limit of the older worker group, but the problem is one that increases in intensity with age. The man of 30 is less inclined to change jobs or to accept the kind of work that he would at 20. As he grows still older, economic security becomes even more important. To these economic worries are added other difficulties and problems which aging brings, some social, some psychological, others physical. In other words, maintaining employability is part of a greater problem, that of preparing for old age.

It has been suggested already that the number of older workers is likely to increase in the next few years. In part, their unemployment problem could be solved by a greater recognition, both by employers and employees, of the special problems facing this group.

In the past, both have failed to realize the many types of work which the more mature person is capable of doing. This is especially true of jobs which put a premium on the older worker's finer qualities—reliability, good judgment, and low accident and absenteeism rates. War experience has proven that if both the worker and the employer can overcome their mental hazards, both will benefit. Only by a broad appreciation of the problem of aging can the maximum benefit be obtained from this large and growing group of Canada's population.

CO-OPERATIVES IN CANADA IN 1948

Although the first Canadian co-operative store was established in Stellarton, Nova Scotia, nearly 90 years ago, it was not until early in the present century that the co-operative idea really began to take root in Canada. Further, and more general progress commenced after the first World War and particularly since 1945 co-operatives have made consistent growth, extending their operations not only in merchandising, but in certain lines of manufacturing as well.

Canadian co-operatives have increased in numbers, membership and volume of business each year since the end of the war, according to the seventeenth annual summary compiled and published by the Economics Division of the Federal Department of Agriculture under the title *Co-operation in Canada, 1948*.

For the crop year ended July 31, 1948, 2,249 co-operative business organizations in the nine older provinces reported on their operations.* The membership recorded was 1,127,129 and total business amounted to \$780,084,955. It is stated that "this year marks the first time that membership has been greater than one million, but it must be noted that in this figure there is much duplication since the same individual may, and often does, belong to more than one type of association."

Since 1945, the number of reporting co-operatives has increased by over 400 and the total volume of business has increased by \$195,000,000—"an amount greater than the total business reported in 1938." During the same period (1945-1948) purchasing and distributing co-operatives reported an increase in sales volume amounting to \$76,000,000 and the sales of farm products increased by \$116,000,000.

It is pointed out that "for years Canada has been famous for its great wheat pools, as co-operative representatives of producers and in recent years there has been strengthening of the organized purchasing power of farmers through increased numbers of local co-operative supply associations and provincial co-operative wholesales." The formation of Interprovincial Co-operatives, Limited—a federation of wholesales—and the Canadian Co-operative Implements, Limited, which manufactures and distributes farm machinery, are given as instances of the organization of group purchasing power.

* Newfoundland is not included in the summary, but will be included in reports for future years.

Co-operative Retail Sales

An attempt has been made in the 1948 summary to provide a brief analysis of the activities of co-operative retail establishments. It is pointed out that "in the past it has been most difficult to report on the numbers and business of co-operative retail stores in Canada because the nature of the information submitted did not provide the detail necessary to make such a classification."

The analysis is "based on the assumption that co-operatives which handled food products, clothing and shelf goods" could be classified as "stores" as opposed to bulk trading associations.

The total sales volume of 631 co-operative retail stores in Canada for 1947-48 was reported to be \$74,687,177. Approximately 50 per cent of this amount was from the sales of food products, while sales of feed and fertilizer ranked second with reported sales of \$13,642,648. Sales of petroleum products through co-operatives amounted to \$7,879,409 and were made mainly in the three Prairie Provinces.

Reorganization and Expansion

During 1948-49, Manitoba Pool Elevators acquired 20 country elevators from a private company and a feed grain plant in Manitoba, as well as a 3½-million bushel terminal elevator at the head of the Great Lakes. As part payment, a smaller terminal elevator was turned over to the private company and the remainder of the purchase price was derived from members' subscriptions.

There were two instances reported of co-operatives moving into the field of manufacturing in 1948. Interprovincial Co-operatives, Limited, began operating a bag factory, and the Saskatchewan Wheat Pool opened a new flour mill in Saskatoon with a capacity of 1,000 barrels a day. By

the beginning of 1949, the bag factory was supplying bags to regional co-operative wholesales and flour from the flour mill will be distributed by Interprovincial Co-operatives, Limited.

"Production" Co-operatives

In the field of production, certain co-operative wholesales have in recent years owned and operated coal mines in Alberta. More recently three western co-operative wholesales joined in the search for oil and in August, 1948, the first co-operative oil

well in Canada was brought in. Since then three more successful drillings have been made.

Canadian Co-operative Implements, Limited, has recently been reorganized and incorporated under a special Act of the province of Saskatchewan and is registered in other provinces in which it does business. The Company now has about 50,000 members and distributes a wide range of farm implements in the Prairie provinces through local co-operative associations and directly to its members.

CO-OPERATIVES IN CANADA, 1932-1948

This table shows the progress of co-operatives in Canada during the 17 years that the Federal Department of Agriculture has compiled and issued its annual reports—1932-1948.

Crop Year Ended	Associations	Total Business Including Other Revenue	Marketing	Purchasing
	No.	000 \$	000 \$	000 \$
1932.....	795	145,303.9	134,611.1	10,665.5
1933.....	686	115,849.9	106,804.2	8,779.1
1934.....	690	136,411.5	128,909.0	7,389.0
1935.....	697	130,384.9	120,853.6	9,241.8
1936.....	781	158,165.6	144,962.6	12,788.2
1937.....	1,024	173,927.1	157,031.4	16,363.9
1938.....	1,217	155,080.4	134,493.7	20,091.9
1939.....	1,332	201,659.9	180,747.5	20,400.0
1940.....	1,151	236,322.5	214,293.4	21,129.8
1941.....	1,395	242,158.3	215,030.4	25,895.4
1942.....	1,722	257,090.4	214,762.9	42,327.5
1943.....	1,650	352,785.6	295,499.3	55,689.1
1944.....	1,792	527,855.5	459,798.8	65,503.7
1945.....	1,824	585,650.1	500,481.6	81,360.9
1946.....	1,953	554,329.7	454,564.9	95,603.3
1947.....	2,095	712,583.2	578,638.2	127,001.5
1948.....	2,249	780,085.0	616,347.5	157,874.0

CANADIAN CO-OPERATIVE RETAIL STORES

Sales Volume by Provinces, 1947-48

Province	Associations	Food Products		Clothing	
		Stores	Sales	Stores	Sales
	No.	No.	\$	No.	\$
Prince Edward Island.....	6	6	469,102	4	58,560
Nova Scotia.....	75	74	6,662,219	29	548,617
New Brunswick.....	45	45	1,995,369	29	369,963
Quebec.....	100	96	5,753,128	52	870,384
Ontario.....	44	42	3,810,409	19	206,493
Manitoba.....	53	51	2,220,343	34	420,668
Saskatchewan.....	170	170	7,035,587	156	1,534,973
Alberta.....	84	82	5,849,462	59	1,511,326
British Columbia.....	54	45	3,293,146	18	832,383
Total.....	631	611	37,088,765	400	6,353,367

NOTE.—In addition to sales of food products and clothing, 302 Canadian retail co-operatives sold petroleum products valued at \$7,879,409; 433 stores sold feed and fertilizers worth \$13,642,648; 219 stores sold machinery valued at \$1,278,375; 268 stores sold coal and wood to the amount of \$3,114,753; and 358 stores sold other miscellaneous products (mainly shelf hardware, electrical equipment and supplies) valued at \$5,329,860.

Another major reorganization among Canadian co-operatives took place when in December, 1948, the United Farmers' Co-operative Company became United Co-operatives of Ontario. This company has been the leading farm marketing and supply co-operative in Ontario since 1914.

Interprovincial Co-operatives, Limited, is a federation of eight regional wholesales, organized "to consolidate the buying of regional member wholesales. . . ." It may also acquire and operate productive and manufacturing facilities and act as distributor for co-operative processing or manufacturing plants. In addition, "it controls the 'Co-op' label in Canada and is to safeguard the standards and specifications of goods sold under this label."

The Co-operative Union of Canada was organized in 1909 "for the promotion and protection of the co-operative movement." It reported a membership for 1947-48 of 922 associations which represent a total of 628,745 individual members and did business amounting to \$472,954,035. Its French-Canadian counterpart is Le Conseil Canadien de la Co-operation.

Miscellaneous and Service Co-operatives

The reports received from miscellaneous and service types of co-operatives covered co-operative activity in transportation, medical services, automobile and electrical repairs, restaurants, boarding houses, funeral services, housing, co-operative farms, community pastures, machinery co-operatives, telephone systems and co-operatives for the production of hogs, sheep, honey and fur.

Co-operative Insurance

Farmers' mutual fire insurance companies, it is stated, are the oldest form of

co-operative insurance in Canada. The net amount of fire insurance at risk with the 412 co-operative companies in 1947 was \$1,835,350,673 and the net losses paid in that year amounted to \$5,284,544.

The Co-operative Life Insurance Company obtained a Dominion charter in 1947. It is licensed to operate in Ontario and the three Prairie provinces, and application has been made for a New Brunswick licence. At the end of 1948, the life insurance in force with the Company totalled \$17,327,351.

Various other co-operative companies provide "bonding and faithful performance" insurance to co-operatives and credit unions. In Ontario, Co-operators Fidelity and Guarantee Association began recently to write automobile insurance for members of co-operatives and credit unions and is also considering provision of livestock transit insurance. In British Columbia, a co-operative company has been organized to provide marine insurance for west coast fishermen.

Fishermen's Co-operatives

Co-operative marketing of fish was reported by 87 associations during 1947-48. Most of these were located in the Maritime provinces and Quebec and to a lesser extent in British Columbia, but there were said to be indications of interest in co-operative organization among fishermen operating on the inland waters of Ontario, Manitoba and Saskatchewan.

The total membership of the reporting fishermen's co-operatives numbered 12,766 and the value of the fish sold was \$14,940,017. Most of the fishermen's co-operatives handle fishing gear, bait, etc., and in British Columbia consumer goods are also provided for members. The reported sales value of supplies sold during 1947-48 by these co-operatives amounted to \$1,979,379.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

The conciliation services of the Department of Labour were invoked late in September and in early October in connection with disputes between Canadian railway systems and various railway labour organizations over wages and hours of work.

Introduction

Labour relations in the field of industries coming within the jurisdiction of the Federal Government were generally harmonious during September.

On September 27 the Minister of Labour received a request pursuant to the provisions of Section 16 of the Industrial Relations and Disputes Investigation Act for the appointment of a Conciliation Officer to deal with a dispute involving the Canadian National Railways, Canadian Pacific Railway Company, Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company, concerning demands which had been made upon the railways for a 5-day, 40-hour week without a reduction of take-home pay and for a general wage increase of 7 cents per hour.

Early in October the Minister of Labour complied with the request of the international railway labour organizations and appointed Mr. M. M. Maclean, Director of Industrial Relations, and Mr. H. R. Pettigrove, Industrial Relations Officer, to confer with the parties and to assist them in their collective bargaining.

The labour organizations involved are: the Order of Railroad Telegraphers; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees Department of the American Federation of Labour; Canadian

National Railway System Federation No. 11; Canadian Pacific Railway System Federation No. 125; International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers; International Brotherhood of Electrical Workers; International Brotherhood of Blacksmiths, Drop Forgers, and Helpers; Commercial Telegraphers' Union; Brotherhood of Railroad Signalmen of America, and Hotel and Restaurant Employees' and Bartenders' International Union.

On October 12 the Minister of Labour received a request for intervention from a Joint Negotiating Committee representing the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees in connection with a dispute between those organizations and the Canadian National Railways and the Canadian Pacific Railway Company.

The trade unions requested a 5-day, 40-hour week with no reduction in take-home pay, a general wage increase of 10 cents per hour and a compulsory check-off of union dues.

The Minister of Labour extended the Conciliation services of the Department and appointed Mr. M. M. Maclean and Mr. H. R. Pettigrove as Conciliation Officers to deal with the matter.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to

bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, and Fredericton. The territory of the officer resident in Vancouver comprises British Columbia and Alberta; an officer stationed in Winnipeg covers the provinces of Saskatchewan and Manitoba and Northwestern Ontario; two officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and the officer resident in Fredericton represents the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of September. During the month the Board received two applications for certification, held four hearings, issued two certificates designating bargaining agents, ordered one vote, and rejected two applications for certification.

Applications for Certification Granted

1. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit of clerical employees of the Canadian National Railways, comprising several divisions in the Revenue Accounting Department, Montreal (L.G., Sept., 1949, p. 1104).

2. The National Association of Marine Engineers of Canada, Inc., District Council 4, for a unit of employees of the Canadian Pacific Railway Company, comprising

engineer officers employed on vessels operated by the Company in its Great Lakes Steamship Service (L.G., Sept., 1949, p. 1104).

Applications for Certification Rejected

1. The United Mine Workers of America, District 50, Local 13453, and Polymer Corporation Limited (No. 1 Pilot Plant), Sarnia, Ontario (L.G., Oct., 1949, p. 1234). The Board rejected the application for the reason that the bargaining unit described therein was not appropriate for collective bargaining.

2. The United Mine Workers of America, District 50, Local 13463, and Polymer Corporation Limited (stationary engineers), Sarnia, Ontario (L.G., Oct., 1949, p. 1234). The Board rejected the application for the reason that the employees affected were not, at the date of the application, members in

good standing in accordance with the definition contained in the Rules of Procedure of the Board.

Representation Vote Ordered

The Canadian Brotherhood of Railway Employees and Other Transport Workers and Deluxe Transportation Limited, North Bay, Ontario (L.G., Oct., 1949, p. 1234). Following an investigation of the application and a public hearing the Board ordered a representation vote of the bus drivers affected. (Returning Officer: R. L. O'Neill.)

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officer Appointed

On September 28, 1949, the Minister of Labour appointed a Conciliation Officer to deal with a dispute affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Abitibi Coach Lines and Transportation Company Limited, Val d'Or, P.Q. (Conciliation Officer: R. Trépanier.)

Conciliation Board Appointed

On September 27, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with a dispute between Polymer Corporation, Limited, Sarnia, Ontario, and the United Gas, Coke and Chemical Workers of America, Local 14. The Board was appointed following receipt of the report of F. J. Ainsborough, Conciliation Officer (L.G., Oct., 1949, p. 1236). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Reports Received

1. On September 12, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between MacArthur and Son, Limited, Brandon, Manitoba, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., June, 1949, p. 729). The text of the report of the Board is reproduced below.

2. On September 17, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between S. H. Rich, Canadian Pacific Railway coal contractor, Vancouver, and the Brotherhood of Maintenance of Way Employees (L.G., Oct., 1949, p. 1236). The text of the report of the Board is reproduced below.

Applications For Certification Received

1. The Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by the Canadian Pacific Railway Company on board the ss. *Princess Helene*, operating between Saint John, N.B., and Digby, N.S. (Investigating Officer: R. Trépanier.)

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers, on behalf of employees of Dench of Canada, Limited, employed in its Saskatchewan, Alberta, and British Columbia operations. (Investigating Officer: G. R. Currie.)

3. On September 13, 1949, the Minister of Labour received the supplementary report of the Board of Conciliation and Investigation appointed to deal with a dispute between the International Brotherhood of Electrical Workers, Local B-1039, and the Gatineau Power Company, the Gatineau Transmission Company, and the Gatineau Electric Light Company, Ottawa (L.G., Oct., 1949, p. 1236). The supplementary report is reproduced below.

Settlement Following Board Procedure

During September advice was received that matters in dispute between the Prescott and Odgensburg Ferry Company, Limited, Prescott, Ontario, and the Canadian Navigators' Federation had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Oct., 1949, p. 1236).

Strike Following Board Procedure

On September 8, 1949, the Catholic Syndicate of Garage Employees of the Quebec Railway, Light and Power Company, Inc., called a strike against the Quebec Railway, Light and Power Company, Quebec, P.Q., following receipt of the report of the Board of Conciliation and Investigation appointed to deal with a dispute between the two parties (L.G., Sept., 1949, p. 1104). The company and union were unable to arrive at an understanding as to the amount and effective date of a wage increase. A Conciliation Officer was immediately assigned to confer with the parties and on September 19 word was received that the strike had terminated with the settlement of all matters in dispute. The officer responsible for the settlement of the dispute was Mr. L. Pepin, Industrial Relations Officer, Montreal.

REPORT OF BOARD in dispute between

MacArthur and Son Limited, Brandon, Manitoba and Canadian Brotherhood of Railway Employees and Other Transport Workers.

Report on a dispute between MacArthur and Son Limited and the Canadian Brotherhood of Railway Employees and Other Transport Workers, together with a suggested basis of agreement between the Company and the Brotherhood.

On April 27, 1949, the Minister of Labour of Canada appointed a conciliation board to endeavour to effect an agreement between the said Company and Brotherhood on the matters on which they had not been able to agree.

By letter dated May 27, 1949, the chairman was informed by the Director of Industrial Relations that the members of the Board of Conciliation were constituted as follows:—

His Honour Judge W. J. Lindal, Chairman, Winnipeg, Man.

Mr. Gordon T. Hedges, Employer's nominee, Brandon, Man.

Miss M. Y. Carter, Employees' nominee, Saskatoon, Sask.

The Company is engaged in the business of a general trucking service and has its chief place of business in Brandon, Manitoba, which is a city with a population of about twenty thousand. Its main route is between Brandon and Winnipeg, a distance of about 140 miles, and it also operates from Brandon north and south, and west into Saskatchewan. The rates it is allowed to charge for hauling freight are fixed by the Municipal and Public Utility Board of Manitoba.

The handling of freight, whether by truck or railway cars is highly competitive in most centres of population and it is admitted that in Brandon the service is over supplied with the result that the total volume of business is probably not sufficient to enable all to operate at a profit. This brings to the fore certain factors which will be dealt with later in this report.

Differences between the Company and its employees date further back than the commencement of the present dispute. On March 20, 1945, a collective agreement was entered into between the Company and another Brotherhood. It was not renewed and in 1947 efforts were made, though without success, to enter into a new agreement.

The present negotiations commenced on April 9, of this year when an initial meeting was held between the Company and

On September 12, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between MacArthur and Son Limited, Brandon, Manitoba, and the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., July, 1949, p. 872).

The Board was composed of His Honour Judge W. J. Lindal, Winnipeg, Chairman, Gordon T. Hedges, Brandon, Employer's nominee, and Miss M. Y. Carter, Saskatoon, Employees' nominee.

The text of the Board's report is reproduced herewith.

G. F. Dulmage, Special Representative of the present Brotherhood. Meetings were held during the week of Monday, April 11 with very little, if any, success. The Brotherhood, accordingly, requested the assistance of conciliation service which was granted and Conciliation Officer Ronald H. Hooper was instructed to endeavour to effect an agreement. Meetings were held on April 18, 19, 21 and 22, and by that time it was realized that an agreement could not be reached. The Brotherhood asked for the appointment by the Minister of Labour for Canada of a Board of Conciliation and the present Board was duly appointed.

The following are the questions or subject matters of dispute raised by the Brotherhood:—

1. Wages.
2. Hours of Work and Overtime.
3. Payment for Work on Statutory Holidays.
4. Sick Leave Credits.
5. Union Security and Dues Check-off.

I

WAGES

This Company pays wages on a weekly basis. Others in the same line of service pay on a weekly basis or on a mileage plus, hourly, or a monthly basis. This makes comparisons difficult and lessens their value in the determination of fair wage schedules. They, however, are useful as a guide, though not as a yardstick and for that reason a summary is given.

Taylor and Sons of Rivers pay highway drivers \$33 to \$35 per week, Prairie Freighters of Boissevain \$35 per week and Percy Murray of Neepawa \$140 per month. It should be borne in mind that these firms operate from towns with populations of two thousand and less.

Wages paid to drivers by competitors in Brandon are as follows:—

Dinsdale Cartage Ltd. 62 cents an hour up to 45 hours a week, 75 cents an hour from 45 up to 54 hours and thereafter time and one-half; Canadian Pacific Transport Co. Ltd. 3 cents a mile plus 1 cent per 100 lbs. of pick-up freight and for straight and mixed loading 76 cents an hour; Canadian Pacific Express from \$173.57 to \$193.57 a month.

Companies in other cities pay as follows:—

Saskatchewan Transportation Company, 3.7 to 4.5 cents per mile or 66 to 78 cents an hour; Soo Freight Lines Ltd. of Regina, 3½ cents per mile or 75 cents an hour; Security Storage Company Ltd. of Winnipeg 3½ cents per mile or 90 cents an hour.

Only the wages of Highway Drivers are quoted. The wages paid to others such as Pick-up Drivers, Drivers' Helpers, Mechanics, etc. vary approximately the same in the different companies and need not be considered.

In the case of those drivers who are paid on an hourly or a per mile plus basis the earnings for the week are in some cases quite high, varying from slightly above \$40 a week to over sixty dollars per week, but that is partly because of long hours of work and long distances travelled.

At the time the present negotiations for a collective agreement commenced the wage paid for a fully trained highway driver was \$35 per week. Since that time there have been two wage increases, one in April of \$1 per week which the Assistant Manager, A. C. Murray, called an "Adjustment increase" and another on the 6th of June of from \$1 to \$3 per week based upon a promise to the employees to increase wages if and when an increase in rates was authorized by the Municipal and Public Utility Board. In January of this year the Board authorized a rate increase of 12 per cent. At the time of the hearing some of the drivers, as for instance Archibald Adams, were being paid \$38.50 per week. George MacArthur, the Vice-President, says that the Company has been operating at a loss since 1943. The auditor, who produced the annual statement, said that the net operating loss for the year 1948 was \$20,120.39 after deducting \$25,541.94 for depreciation.

He said that depreciation on equipment was 25 per cent the first year and thereafter 20 per cent, per year, of the value after previous depreciations had been deducted. For trucks and other equipment used in highway freighting this does not appear to be unreasonable. The total revenue for 1948 was \$341,080.73.

The Brotherhood produced a table, based upon Dominion Bureau of Statistics figures, in which it was computed that a "Minimum Standard of Living" for a family of five in the year 1946 was \$37.17 per week. At that time the cost-of-living index was 124.1 but this year it has been around the 159 figure. The Company claims inability to pay higher wages on the ground that it has been operating at a loss since 1943 and that figures for the first four months of 1949 were worse than for the preceding year. Statements for a part of a year may be misleading especially when the period covered is the winter months when business is slack and operating costs are relatively high. For that reason only the statements for 1948 can be considered.

The Board has given careful thought to the demand for an increase in wages based upon the increase in the cost of living and also to the contention of the Company that it is unable to pay any increase in wages.

Generally speaking wage rates should bear a relation to the cost of living but "it is not desirable or sound that the former should be entirely governed by the latter." See *Crysler on Labour Relations and Precedents in Canada*, p. 321 and *Canadian Industries Ltd. and Local 13031, Canadian Chemical Division District 50, United Mine Workers of America; LABOUR GAZETTE*, Aug., 1947, at p. 1143. So also a demand for an increase to bring wages in line with wages paid in similar industries in the same community may be met by a proven inability to pay. *City Dray Co. Ltd. and Canadian Brotherhood of Railway Employees and Other Transport Workers; LABOUR GAZETTE*, Aug., 1947, p. 1144 and *Crysler*, p. 321.

The evidence does not warrant a finding in favour of an increase in wages except in consideration of two special factors which may arise in cases where a plea of inability to pay has been successfully raised. They are:—

1. an increase in rates permitted to be charged for the service rendered.
2. increased operating efficiency.

On these points see *Canadian Pacific Railway Co. et al* and *National Association of Marine Engineers of Canada; LABOUR GAZETTE*, Oct., 1947, p. 1457 and

Crysler at p. 330. The Board has given careful consideration to both factors and they constitute the main grounds for its recommendations.

The Increase in Rates

In January, 1949, the Municipal and Public Utility Board of Manitoba authorized an increase of 12 per cent on freight rates chargeable by freight operators under its jurisdiction. This Board has no hesitation in reaching the conclusion that a full *pro rata* increase in wages should have been granted to all employees or at least to all employees engaged in freighting and work incidental thereto, that is, to the employees involved in this dispute. In 1948 (before the 12 per cent increase in rates) the total revenue was \$341,080.73. The drivers were paid \$92,462.41, the mechanics \$12,439.73 and supervisors \$4,382.16, a total of \$109,284.30. A 12 per cent increase amounts to \$13,114.11. Assuming that the rate increase covered all revenue it would, if applied to 1948, have amounted to \$40,929.68. In other words approximately a third of the increase would have been transferred to the employees engaged in the freighting operations. If this had been done the drivers who were formerly paid at the maximum of \$35 a week would have received an increase of \$4.20. As the \$1 increase in April was an "adjustment" increase the total maximum wage for trained Highway Drivers would have been \$40.20 per week. If that had been done and the whole schedule changed accordingly this dispute might have been averted.

II

HOURS OF WORK AND OVERTIME

The Brotherhood has asked that the number of hours of work per week be fixed at 48 and work beyond that period of time be regarded as overtime and paid for on a basis of time and one-half. The Company did not raise any serious objection to the time of regular work being fixed at or close to 48 hours per week, but insisted that overtime be accumulated and a corresponding number of hours be taken off at some later date.

It is to be noted that overtime is not paid for by the three freighters operating from Boissevain, Rivers and Neepawa, the first two of whom pay their men on a weekly and the last one a monthly basis. Dinsdale Cartage Ltd. has two overtime rates but their drivers would have to work 54 hours to earn approximately what this Company paid before the 1949 raise. The Soo Freight Lines Ltd. and the Security Storage Co. Ltd., who are on a per mile

plus basis, do not pay anything extra for overtime. The Saskatchewan Transportation Co. and the Canadian Pacific Transport and Express Companies pay time and one-half for overtime. The latter two, it is to be observed, are closely associated with the Canadian Pacific Railway Company.

In the case of highway freighting it is often very difficult to know how long a trip is going to take and hence fix in advance when overtime should begin to run. Trips between Winnipeg and Brandon are a good illustration. The regular schedule calls for three trips per week. Mr. Murray says that each trip should take from 15 to 16 hours; Edward Cooney says that the travelling each way takes about five hours and five hours for loading, etc. Earl Little thinks that the average for the three trips per week is about 48 hours, but William Burnett says that it takes him about 65 hours and Herbert Spearman says about 70 hours for the three weekly trips.

In view of these differences it seems to the Board that a 48 hour week is reasonable and that a fair amount of overtime should be allowed to accumulate and be taken off at some other time. Obviously the arrangement should be by mutual agreement based upon actual experience.

III

PAYMENT FOR WORK ON STATUTORY HOLIDAYS

As the men are paid on a weekly basis they obviously are paid for all statutory holidays on which they do not work. The question raised is what additional amount, if any, should be paid for work on statutory holidays. The Brotherhood asks that men working on statutory holidays should be paid time and a half for such work. As they are actually paid for non-worked holidays this would mean that worked holidays would be costing the Company two and one-half times the ordinary pay.

The three relatively small freighters, in Boissevain, Rivers and Neepawa do not pay for statutory holidays but have the time accumulate. Three of the larger ones pay time and one-half for holidays, the Canadian Pacific Express pays double time and the Security Storage Co. pays for eight statutory holidays.

It is a good labour policy that employees should take and not work vacation times and statutory holidays. Employers should be discouraged from asking their employees to work on statutory holidays and if it costs them something additional they would be less inclined to do so. This Board views with disfavour the accumulation of worked vacations and holidays, and is of the opinion that in this case the men who work

on statutory holidays should be paid their regular weekly wage and in addition thereto a *pro rata* wage for the holiday.

IV

SICK LEAVE CREDITS

The Brotherhood has requested that a two weeks sick time allowance with pay per year be granted and that it be cumulative. Only one of the highway freighters mentioned provides for sick leave credits. In the Saskatchewan Transportation Company agreement it is provided that employees shall accumulate sick leave credits at the rate of one and one-half days for each month of service to a maximum of 175 days.

This Board is not prepared to recommend sick leave credits but is of the opinion that time taken off for actual sickness should be paid for up to a reasonable length of time.

V

UNION SECURITY AND DUES CHECK-OFF

The Brotherhood has asked for union security, the type of security asked for being the Union Shop. The Company has from the very beginning of the negotiations been opposed to the granting of any form of union security. When the Board recommended the Rand Formula the solicitor for the Company, on its instruction, replied as follows:—

“The Rand Formula: In view of the relationships which have existed between the Company and its employees and in view of the fact that some of the older and most valuable employees object to any form of union security, the Company is not disposed to agree to this suggestion.”

No alternative type of union security such as voluntary check-off, maintenance of membership, etc. was suggested.

The objective of all labour relations legislation is good collective bargaining between the employer and the accredited representative of its employees. Hence boards of conciliation, in viewing the facts of each dispute, should be influenced by what is required for good collective bargaining in that particular case. If the attitude of the employer is friendly to the principle of union security and the particular union is inexperienced or lacks competent leadership there might be grounds for refusing to recommend advanced forms of security until the Union had proved its ability in collective bargaining and shown by a sustained membership that it has the confidence of a large majority of the employees. On the other hand where an employer has from the beginning shown a hostility to union activity among its employees and a

reluctance to bargain collectively with them a board of conciliation would be following sound labour relations principles in recommending an advanced form of union security from the start. On these points see *Crysler, Supra*, p. 270 *et seq.* He enumerates the three advanced forms of union security the mildest of which is the Rand Formula.

In the report on Lake Shore Mines Ltd. and Local 240, Kirkland Lake Mine and Mill Workers Union, *LABOUR GAZETTE*, Nov., 1944, p. 1357, Prof. Bora Laskin, while primarily discussing check-offs, made an observation, p. 1359, which has a general application:—

“While I regard the check-off as an aid to union stability, which is important to good collective bargaining, I do not think it should be made the means of initiating that stability, saving perhaps in cases where it appears the employee's unfair labour practices have prevented a union from establishing itself on a proper footing.”

The officials of the Company who testified, stated that the relationship between the Company and its employees was very friendly and contended that for that reason union security was not needed. The fact that 94 per cent of the employees, other than office staff, are members of the union is fairly strong evidence that it is felt by the men that some form of union security is at least desirable if not actually needed. The uncompromising attitude of the Company throughout the proceedings to any form of union security satisfies this Board that without a reasonable form of security it will be difficult if not impossible for the union to establish and maintain itself “on a proper footing” to quote the words of Prof. Laskin. The Board is of the opinion that in this particular case the Rand Formula should be applied.

Recommendations of the Board

Crysler, in the Chapter on the Recommendations of Board of Conciliation points out that though the recommendations are not enforceable “they bring a strong moral pressure to bear on the final solution of the dispute” (p. 237). For that reason boards of conciliation should in all disputes give careful consideration to its recommendations. This Board is fully aware of this general responsibility but it feels that in this particular case there is a special factor, already referred to, which it should carefully weigh and embody in its recommendations.

In cases where an employer is operating at a loss a very important factor arises immediately in any attempt at a settle-

ment of a labour dispute. This factor is the vital need of increased operating efficiency. Generally speaking this can be done in two ways: lowering operating costs; increasing production or volume. Only increase of volume will be discussed here.

The employer is engaged in a highly competitive business and it is very doubtful whether the total highway freighting business in the area is sufficient to enable all in the business to operate at a profit.

It seems that an increase in volume is vital to the Company if it is to get out of the red. One of the ways, perhaps the only way, to increase volume is to establish and maintain the closest co-operation and the happiest relations possible between the employer and its employees. So also is it most essential that the attitude of the public be friendly towards the Company. All the employees, but particularly the drivers, can do a lot in building and maintaining goodwill. The representative of the Brotherhood is right when he says that the drivers can be accurately described as a "contact between the Company and the shipping public" and that they are to be regarded as the Company's "ambassadors of goodwill".

This co-operation within the Company and this positive approach to the public cannot be acquired unless there is general satisfaction among the employees. But it is possible that this cannot be achieved unless the Company go a little further in meeting the demands of the employees than the present financial position of the Company warrants. A resulting increase in volume might change the operations of the Company from a loss to a profit.

These are the factors which have led the Board to come to the conclusion that for at least a trial period of one year the Company should not only transfer to the employees a *pro rata* share of the increase in rates but should add a little to it. The Board felt that a wage schedule based upon a maximum of \$42 a week for highway drivers was not unreasonable. In view of the Company's operating position it is most desirable that an agreement should be reached and if the wage increase to \$42 were the only stumbling block the Board is prepared to recommend that the figure be reduced to \$40 per week.

Attached to this report is the suggested basis of agreement.

All of which is respectfully submitted.

Signed by the Chairman on August 29, by Miss M. Y. Carter on August 27, and by Gordon T. Hedges on September 8, 1949.

(Sgd.) W. J. LINDAL,
Chairman,
Board of Conciliation.

(Sgd.) MARY Y. CARTER,
Member,
Board of Conciliation.

(Sgd.) G. T. HEDGES,
Member,
Board of Conciliation.

Suggested Basis of Agreement

A Collective Agreement between MacArthur and Son Ltd., Brandon, Manitoba, and the Canadian Brotherhood of Railway Employees and Other Transport Workers along the following lines is suggested.

1. *Wages*

A wage schedule based upon a maximum for highway drivers of \$42 per week with the understanding that if the question of wages is the only stumbling block to an agreement the maximum may be reduced to \$40 per week.

2. *Hours of Work and Overtime*

A 48-hour week. Overtime to be accumulative up to a maximum of 96 hours to be taken as agreed upon but within a year after 48 hours have accumulated, that is within one year after an employee has earned leave of absence for one week with pay.

3. *Sick Leave Credits*

Sick leave credits are not to be given but employees of 12 months or more are to be paid for absence because of actual sickness up to a maximum of 7 days at any one time and a total of not more than 14 days per year.

4. *Statutory Holidays*

If worked double pay, if not worked usual pay.

5. *Vacation*

After one year one week with pay.
After two years two weeks with pay each year.

6. *Union Security*

The employer to deduct monthly dues from the pay of all employees within the agreement, whether members of the Union of the Brotherhood or not, and remit same to the Union or the Brotherhood as directed by the Union.

(Sgd.) W. J. LINDAL,
Chairman,
Board of Conciliation.

(Sgd.) MARY Y. CARTER,
Member,
Board of Conciliation.

(Sgd.) G. T. HEDGES,
Member,
Board of Conciliation.

REPORT OF BOARD in dispute between

S. H. Rich, Canadian Pacific Railway Coal Contractor, Vancouver and Brotherhood of Maintenance of Way Employees.

The Hon. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR,

The Board of Conciliation appointed in respect of the above matter has now completed its work and begs to report as follows:—

The workmen involved in this dispute are employed in connection with the coal shute operations on the Canadian Pacific Railway Company's lines in British Columbia of Mr. S. H. Rich, coal contractor, Vancouver, B.C.

The Board held preliminary meeting on Sept. 2, 1949, to arrange procedure and sittings, also arranged for Board members to inspect the operation of coal handling plants, located at Vancouver and Coquitlam on Wednesday, Sept. 7. The Board sat on Thursday, Sept. 8, to hear the evidence presented by both parties and on Friday, Sept. 9 and Tuesday, Sept. 13. The Board considered the evidence and finalized its report.

The case for the Union was ably presented to the Board by Mr. W. K. McKee, Acting General Chairman, Canadian Pacific System Federation, Brotherhood of Maintenance of Way Employees, Winnipeg, Man., assisted by Mr. J. F. Thomson, Asst. General Chairman of the same Organization, Edmonton, Alta. Mr. Rich personally presented his own case in a very efficient manner.

The Wartime Labour Relations Board (National) under date of August 26, 1948, certified the Brotherhood of Maintenance of Way Employees as the Bargaining representatives of all coal shute operators and coalmen employed by Mr. S. H. Rich in connection with the coal dock operations for the Canadian Pacific Railway Company in British Columbia.

Mr. Rich contended throughout that the workmen were sub-contractors, working on a tonnage basis, without supervision, or restrictions as to hours worked while the Brotherhood contended that these men were employees of Mr. Rich, entitled to recognized hours of work, overtime and other working conditions as enjoyed by other railway employees, as set out in the draft agreement which was submitted to Mr. Rich in October, 1948.

On September 17, 1949, the Minister of Labour received the report of the Board of Conciliation and Investigation appointed to deal with a dispute between S. H. Rich, Canadian Pacific Railway coal contractor, Vancouver, and the Brotherhood of Maintenance of Way Employees (L.G., Oct., 1949, p. 1235).

The Board was composed of Michael H. McGeough, Vancouver, Chairman, W. Dixon-Lennett, Vancouver, employer's nominee, and Horace W. Mackey, Vancouver, employees' nominee.

The text of the Board's report is reproduced herewith.

After giving careful consideration to all the evidence before it, this Board is pleased to report the following recommendations:—

Recommends that, pursuant to Certification by the Wartime Labour Relations Board (National), dated August 26, 1948, of the Brotherhood of Maintenance of Way Employees as bargaining representatives of all coal shute operators and coalmen employed by Mr. S. H. Rich in connection with Coal Dock operations for the Canadian Pacific Railway Company, the employer enter into an agreement as proposed by the bargaining representatives and further that the proposed agreement (copy of which is attached to this report) be varied and modified. In making this recommendation, the Board was greatly influenced by the submitted evidence indicating that the terms of the recommended agreement are already embodied in Agreements and are in effect covering employees of Canadian Pacific Railway Company's Coal Contractors in the provinces of Manitoba and Saskatchewan.

The following are the variations and modifications of the proposed agreement which the Board recommends:—

Article 10: Living Accommodation.

Eliminate the words (with shower bath and lockers).

Article 13: Rates of Pay.

"A" Eliminate all of para. "A" and substitute the following classifications and rates of pay.

Coal shute operators not less than \$1.01½ per hour;

Coalmen not less than 89 cents per hour.

"B" Eliminate the words "can get same on application", and substitute the words "may make application".

"D" Eliminate and substitute the following—
 "Employees now receiving rates of pay on hourly basis only, in excess of rates provided for, shall not have their rates reduced while working in same classification".

Article 4:

As section 19 of the Industrial Relations and Disputes Investigation Act requires that every collective agreement contain procedure for the final settlement of differences, the Board recommends that Article 4 of the proposed agreement, be amended to include the following procedure:

"A" All grievances shall be adjusted and finally settled without stoppage of work.

"B" Should agreement be arrived at between the Representatives of the Employer and the Representatives of the Union, it shall be final and binding upon the employer and the employees involved.

"C" In the event no agreement is reached, the two parties will refer the matter to an Arbitration Board of three arbitrators, one of whom will be appointed by the Union, one shall be appointed by the Employer. The two arbitrators thus appointed, shall, within five days after the date of which the second of them is appointed, nominate a third person, who is willing and ready to act, to be a member and Chairman of the Board, and the Minister of Labour, Ottawa, Ont., shall appoint such person a member and Chairman of the Arbitration Board. If the two members appointed fail to make a nomination for the third member of the Board, within five days after the appointment of the second member of the Board, the Minister of Labour, Ottawa, Ont., shall forthwith appoint as the third member and Chairman of the Arbitration Board, a person, whom he deems fit for the purpose, and also notify the Parties of the names of the Members of the Board.

"D" The parties desiring arbitration shall appoint the arbitrator and shall give notice in writing to the other parties of such action, together with a written statement of the question upon which arbitration is desired.

"E" The decision of the Board shall be a majority vote and all decisions shall be final and binding upon the parties hereto. During the consideration of grievances, whatsoever, the Employer agrees that there shall be no lockout and the employees agree that there shall be no slowdown or strike or other stoppage of work.

The provision for the constitution of the Board of Arbitration above described shall become effective not only for the purpose of the final settlement of individual grievances but also for the purpose of settling all disputes or differences, concerning the interpretation of this agreement, should preliminary efforts to adjust same, fail.

All of which is respectfully submitted.

Vancouver, Sept. 15, 1949.

(Sgd.) M. H. McGEOUGH,
Chairman.

(Sgd.) HORACE W. MACKAY,
Member.

.....
Member.

COPY

Schedule of Rules, Working Conditions and Rates of Pay covering employees of S. H. Rich, Coal Contractor for the Canadian Pacific Railway on the British Columbia District, engaged as Coal Foremen, Coal Shute Foremen, Coal Shute Operators and Coalmen.

ARTICLE 1

Scope

The following rules and rates of pay shall govern Coal Foremen, Coal Shute Foremen and Coalmen on the British Columbia District of the Canadian Pacific Railway, who are employed by the Canadian Pacific Railway Coal Contractor. This agreement made on and goes into effect as from

ARTICLE 2

Hours of Service

(a) Eight (8) consecutive hours, exclusive of meal period, shall constitute a day's work.

(b) Regular day duty shall commence by mutual agreement.

Where more than one shift is necessary the hours of work for the second shift shall be mutually agreed on with the proper representatives of the employees.

(c) Meal period for the second shift shall be arranged to meet the needs of service.

Meal period of the second shift shall be mutually agreed upon by employees at each coal dock.

(d) Employees' time will start and end at designated assembly points. When necessary other designated assembly points may be mutually agreed upon. Additional time required in going to and from such other temporary assembly points shall be included in the day's work.

(e) When the employees are required to work in excess of their regularly assigned eight (8) hours, they shall be compensated for such overtime on the actual minute basis at the rate of time and one-half.

(f) An employee called in case of an emergency or a temporary urgency outside his regularly assigned hours, after having been relieved, shall be paid a minimum of three (3) hours straight time for which two hours of service may be required, but for such minimum shall not be required to perform work other than that of the emergency, and possibly another emergency which might arise subsequently at the time of the call. If, however, employees are called to commence work less than two hours before the regular starting time, the time will be computed continuously with the regular day's work, and the time before the regular starting time will be computed at the rate of time and one-half on the minute basis.

(g) Employees shall not be required to suspend work in regular working hours to equalize overtime.

(h) Time and one-half shall be paid for work on Sundays, New Year's Day, Dominion Day, Labour Day and Christmas Day.

(i) An employee required to report for duty at a coaling point and not used will be paid a minimum of four hours at straight time rates.

(j) An employee commencing work who is laid off before completing his eight hours' assignment will be paid for eight hours, except when the employee lays off at his own request.

ARTICLE 3

(a) Seniority lists of all employees shall be prepared at the beginning of each year and copies furnished to the representatives of the employees. Lists of Foremen, operators, and men shall show date of entry into service and date promoted at each coaling point.

(b) Seniority shall commence on the date of entry into service. In the event of two or more men commencing service at the same time the employee whose name shows first on the payroll shall be considered the senior. Promotion shall be based on ability, merit and seniority, and that ability and merit being sufficient, seniority shall prevail. The employer to be the judge subject to appeal.

(c) Senior employees shall have preference in filling vacancies or to new appointments on their seniority district. All employees shall be advised within ten days of all vacancies or new appointments and positions shall be awarded to successful applicants within ten days of posting of bulletin if qualified.

When two or more shifts are worked, senior employees shall have preference of shift.

A new employee will not be regarded as permanently employed until after three (3) months' service, and if retained, will then rank on the Seniority Roster from the date first appointed to a position covered by this Agreement. In the meantime, unless removed for cause which renders him undesirable for service, the employee will be regarded as coming within the terms of the agreement.

(d) When there is a vacancy for a foreman, other foremen shall have preference in filling such vacancy before an operator is promoted. If there are no applicants for such position from the foremen, the vacancy shall be awarded to the senior operator making application if qualified.

(e) When a position is bulletined and an appointment made, the representatives of the employees shall be notified of the names of the applicants and the successful applicant. Any appeal against an appointment must be made within ten days.

(f) Seniority list will be revised and posted in January of each year and shall be open for correction for a period of 60 days from date of posting, on presentation of proof of error by an employee or his representative.

(g) Employees leaving the service when their services are required, shall, in the event of re-employment, rank as new men.

(h) Positions as foremen shall be considered as promotion positions, and employees refusing such promotion become junior, as foremen, to employees accepting promotion.

(i) In the event of reduction of staff, those longest in the service shall have preference of employment in their respective classifica-

tions and when forces are increased, laid-off employees will then be taken on in order of seniority before new men are hired.

ARTICLE 4

(a) No employee shall be suspended (except for investigation) or dismissed until his case has been investigated. An employee disciplined, or who considers himself unjustly treated, shall have a fair and impartial hearing, provided written request is presented to his immediate superior within ten days of date of advice of discipline, and the hearing shall be granted within ten days thereafter. An employee may have the assistance of one or more fellow employees at an investigation, and on request shall be furnished with a copy of the evidence taken, and a written statement giving the result of the investigation. An employee found blameless, if disciplined or dismissed shall be re-instated and paid at scheduled wages for each day lost, and also re-imbursed for any reasonable expenses incurred if required to be away from home in connection with investigation.

(b) Appeals from decisions must be made in writing by employees through their superior officer within ten days after being advised of such decision.

(c) When discipline is recorded against an employee he will be advised.

ARTICLE 5

Leave of Absence

(a) Employees shall be granted leave of absence to attend lodge meetings when same does not interfere with work.

ARTICLE 6

Attending Court or Investigation

Employees attending Court or Investigations at the request of the proper officials of the Railway or required to attend inquests in which the Railway is concerned, will be paid at the scheduled rates for each day lost and reasonable expenses actually incurred while away from home. This will not apply where men are required for examinations for promotion, disability, to meet legal requirements, or in connection with irregularities for which they are found to be responsible. Any fee or mileage accruing will be assigned to the employer.

ARTICLE 7

Certificates of Service

Employees leaving the service shall be furnished with certification of service, if requested.

ARTICLE 8

Vacations

(a) An employee who, at the beginning of the calendar year has completed three hundred (300) days cumulative service in the preceding two years will be allowed six

(6) working days' vacation with pay during such year and in subsequent years, until qualifying for further vacation under Clause (b) of this Section, will be allowed one (1) day's vacation with pay for each fifty (50) days' accumulative service, or a major portion thereof during the preceding year, with a maximum of six (6) days.

(b) An employee, who, at the beginning of the calendar year has three (3) years'

service and has completed nine hundred (900) days' cumulative service will be allowed nine (9) working days' vacation with pay during such year and in subsequent years, until qualifying for further vacation under Clause (c) of this Section, will be allowed one (1) day's vacation with pay for each thirty-three and one-half (33½) days' cumulative service or a major portion thereof during the preceding years, with a minimum of nine (9) days.

(c) An employee who, at the beginning of the calendar year has five (5) years' service and has completed 1,500 days' cumulative service, will be allowed twelve (12) days' vacation with pay during such year, and in subsequent years will be allowed one (1) day's vacation with pay for each 25 days' cumulative service, or a major portion thereof during the preceding year, with a maximum of twelve (12) days.

(d) In computing service under Clauses (a), (b) and (c) of this Section, days worked in any position covered by similar Vacation Agreements will be accumulated for the purpose of qualifying for vacation with pay.

(e) Time off on account of *bona fide* illness, injury, or to attend organization business, not exceeding a total of sixty (60) days in any calendar year, shall be included in the computation of service for vacation purposes.

(f) An employee will be compensated for vacation at the rate of pay he would have secured or earned had he been working during the vacation period.

Section 2

Except as otherwise provided in Section 4, when the Employer is unable to relieve an employee for vacation during the year, the vacation period will be carried forward and added to the vacation period for the following year.

Section 3

(a) An employee retired, deceased or whose services are dispensed with due to disability, at a time when an unused period of vacation with pay stands to his credit, shall be allowed vacation calculated to date of his leaving the service as provided for in Section 1, Clauses (a), (b) and (c), and if not granted will be allowed pay in lieu thereof.

(b) An employee who is laid off shall be paid for any vacation due him at the beginning of the current year only and if not recalled to the service during the following year, will, upon application, be allowed pay in lieu of vacation due him at the beginning of that year.

(c) An employee who leaves the service of his own accord or is dismissed for cause shall be paid for any vacation due him at the beginning of the current year.

(d) An individual who (1) leaves the service of his own accord, or (2) is dismissed for cause and not re-instated in the service within one year of date of such dismissal, will, if subsequently returned to the service, be required again to qualify for vacation with pay, as per Section 1, Clause (a).

Section 4

Applications for vacation filed prior to March 1st of each year, shall, in so far as it is practicable to do so, be given preference in order of seniority of applicants, and will be given preference over later appli-

cants. Employees who do not take their vacation at the time allotted or who do not apply for it prior to October 1, will not, if the Company is unable to relieve them that year, be allowed any additional vacation in the following year, or pay in lieu thereof.

ARTICLE 9

Living Expenses while temporarily employed off assigned Territory

(a) Employees assigned to work temporarily away from their regular positions, shall be compensated for board and lodging expenses they necessarily incur when away from home.

ARTICLE 10

Living Accommodation

(a) At outlying points where there is no other living accommodation suitable, living quarters with shower bath and locker shall be provided free of charge.

ARTICLE 11

Duties of Coalmen

Foremen and Coalmen shall be required to perform all work in connection with the handling of coal such as loading and unloading, keeping tracks clear, and cleaning up around docks and other points where coal is handled. This includes care and operation of plants.

ARTICLE 12

Additional Positions on Classifications

(a) When additional positions or classifications are created, compensation shall be fixed in conformity with agreed rates for similar positions when agreed to between the proper representatives of the employees and the employer.

ARTICLE 13

Rates of Pay

	Per hour
(a) Foremen	\$1.15
Operators	1.05
Coalmen .....	.91

(b) Employees will be paid the last day of each month. Any employee requiring advance pay may get same on application to foreman or man in charge.

(c) Where employees are paid by cheque they will be allowed reasonable time without regular working hours to cash same without loss of pay.

(d) Employees now receiving rates of pay in excess of rates provided for, shall not have their rates of pay reduced while working in the same classification.

(e) Employees temporarily assigned to higher rated positions shall receive the higher rates while occupying such positions.

(f) Employees temporarily assigned to lower rated positions shall not have their rates reduced.

ARTICLE 14

Interpretation

It is agreed that the employer and the proper representatives of the employees shall confer promptly, upon notice from either party to the other, with respect to any question which may arise regarding the interpretation of the Agreement.

ARTICLE 15

General

For the carrying out of this Agreement the Employer shall deal only with duly authorized representatives of the employees.

ARTICLE 16

This agreement shall continue in effect and shall not be changed unless on thirty (30) days' notice from either party.

For the Employer: For the Employees:

Minority Report

In the matter of the Industrial Relations and Disputes Investigation Act and a dispute between the Brotherhood of Maintenance of Way Employees and S. H. Rich, Canadian Pacific Railway Coal Contractor, Vancouver, B.C.

It is my considered opinion that the Wartime Labour Relations Board (National) were in error in ruling that coal shute operators who were sub-contractors of Mr. S. H. Rich were employees.

The evidence produced before the Conciliation Board proved that some operators at times employed other help; some had other full-time occupations; some had other sub-contracts and one owned and used a gas-engine propelled bucket-hoist of a value of approximately \$2,500 in his work. This would seem conclusive proof that these coal shute operators were definitely sub-contractors.

I would like to point out that, according to evidence produced to the Conciliation Board, the federal Unemployment Insurance Commission and the Income Tax Department and also the British Columbia Department of Labour had ruled that the men were sub-contractors.

However, certification of the Brotherhood of Maintenance of Way Employees as bargaining agents for these men has been made and the usual procedure must therefore be carried out.

This being the case I have considered the agreement proposed by the bargaining agents and recommend its acceptance by both parties providing it is amended as suggested by the chairman of the Conciliation Board and the nominee of the Brotherhood in their joint report, except in so far as the hourly rate proposed for the coal operators.

In view of the fact that the skill and experience required to operate the coal-hoisting machinery is practically nil, the wage scale should not be any higher than 91 cents per hour.

I am also of the opinion that coal shute operators should be at liberty to either accept the hourly rate or elect to remain as sub-contractors on their present basis. I make this suggestion because it appears to me from the evidence produced that in many instances the men would probably prefer to remain on the current basis, thereby enjoying greater freedom as regards hours worked and also opportunity to secure other part-time contracts or gainful occupation.

In conclusion, I would like to express my appreciation of the helpful advice and assistance given so willingly by the chairman of the Conciliation Board, Mr. Michael H. McGeough and the nominee of the Brotherhood, Mr. Horace W. Mackey. It has been a pleasure to work with these two gentlemen and I trust that our efforts will be instrumental in solving this dispute.

(Sgd.) W. DIXON-LENNETT.

September 15, 1949.
Vancouver, B.C.

SUPPLEMENTARY REPORT OF BOARD in dispute between

**International Brotherhood of Electrical Workers, Local B-1039,
and
the Gatineau Power Company, the Gatineau Transmission
Company and the Gatineau Electric Light Company.**

Montreal, September 12, 1949.

The Minister of Labour,
Ottawa, Ontario.

SIR,

Following your request to this Board for the clarification of the clause of the report addressed to you by the Conciliation Board on or about July 21, 1949, which reads as follows:—

The Board further recommends that all shift employees be allowed seven days statutory holidays with pay, so that they will enjoy the same privileges as the other employees of the companies involved herein.

The recommendation as contained in the preceding paragraph should be interpreted as meaning that whenever shift employees are called upon to work on any statutory holiday to which they would be entitled if the recommendation of the Board is accepted by the parties, they would receive an extra day's pay for each holiday worked.

It is the majority decision of this Board that the clause as already drafted needs no further clarification as its interpretation is made clear by the second paragraph thereof and the scope of the whole clause restricted thereby.

All of which is respectfully submitted.

(Sgd.) HONORÉ ACHIM,
Chairman of Board.

(Sgd.) CLAUDE PREVOST, K.C.,
Member,
Nominee of Companies.

Minority Report

HON. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

SIR,

I regret that I find myself in disagreement with my colleagues on the Board in respect of the one issue, namely, the question of statutory holidays. My colleagues are of the opinion that the Board's Report and the Clarification issued by it on the matter of statutory holidays do not require further clarification. I am respectfully of the opinion that there is a discrepancy in the Report and the Clarification. The Report recommended that:—

All shift employees be allowed seven days statutory holidays with pay, so that they will enjoy the same privileges as the other employees of the companies involved herein.

On September 13, 1949, the Minister of Labour received the supplementary report of the Board of Conciliation and Investigation appointed to deal with a dispute between the International Brotherhood of Electrical Workers, Local B-1039, and the Gatineau Power Company, the Gatineau Transmission Company, and the Gatineau Electric Light Company, Ottawa (L.G., Oct., 1949, p. 1236).

The supplementary report was received following the reconvening of the Board by the Minister to deal with a request by the union for the clarification of one of the recommendations contained in the unanimous report of the Board (L.G., Sept., 1949, p. 1110).

The Board was composed of His Honour Judge Honoré Achim of Outremont, P.Q., as Chairman, Claude Prevost, K.C., of Montreal, member appointed on the nomination of the companies and Maurice W. Wright, of Ottawa, member appointed on the nomination of the employees.

The text of the Board's supplementary report is reproduced herewith.

The Clarification provides that when a shift employee is called upon to work on a statutory holiday, double time is to be paid for such work. The fact is that the Board's Report does not confer upon the shift employees, "the same privileges as the other employees . . ."

Non-shift employees who work on a statutory holiday receive the holiday on a subsequent day in lieu of the statutory holiday on which they worked. The shift employees merely ask for equal treatment and I am of the opinion that this should not be denied to them.

The employees are prepared to forgo the right to double time for work done on a statutory holiday. They are prepared to work for straight time provided they receive a day's holiday in lieu of the statutory holiday on which they worked. This indicates a desire to reap the advantages such as relaxation, etc. which result from having a day's holiday. Double time does not confer these advantages.

The companies contend that, as their operations are continuous, the Union's

request would disrupt the companies' service. The Union has made it abundantly clear that it is prepared to leave it to the convenience of the companies to determine the days on which employees would receive their holidays in lieu of statutory holidays worked. The employees have shown a sense of responsibility in recognizing the importance of maintaining continuous service in the companies' plants, and I have no doubt whatever that it would represent no hardship to the company in meeting the employees' request.

The simple fact is that either these employees will have statutory holidays or they will not. My opinion is that while the majority of the Board express their

willingness to grant this privilege, the latter is being withheld from them in actual practice.

I would recommend, therefore, that all shift employees be allowed seven statutory holidays with pay so that they will enjoy the same privileges as the other employees of the companies involved herein. If, however, an employee is obliged to work on a statutory holiday, then he should receive one day's holiday in lieu of the statutory holiday on which he worked, the precise date of the alternative holiday to be determined by the company.

(Sgd.) MAURICE W. WRIGHT,
Nominee of the Union.

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing

Vegetable Foods

VANCOUVER, B.C.—CERTAIN BAKERIES AND THE BAKING AND CONFECTIONERY WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 468.

Agreement to be in effect from June 1, 1949, to May 31, 1950, and thereafter from year to year subject to 60 days' notice.

Union shop: all bakery employees, as set forth in the agreement shall become and remain members of the union in good standing while employed by the company. The union shall be given the first opportunity to fill any vacancies except in the case of janitors. However all janitors must become and remain members of the union in good standing within 30 days of being hired. If the union is unable to supply competent help within 24 hours the company may fill the vacancy with anyone who shall join the union forthwith if acceptable. **Check-off**—employees to sign authorization for the check-off of union dues, fines and assessments from their wages.

Hours of work: 40 per week, the company to determine the schedule of working hours for each employee which may be changed

A joint Welfare Fund to which the employers and the employees who are members of the plan, contribute and which is administered jointly by a committee of employers and union members which collects payments and pays for services is part of the agreement between the Furriers Guild of Canada, Manitoba Division and Individual Fur Manufacturing Firms and the International Fur and Leather Workers Union of the United States and Canada, Local 91, which is summarized in the accompanying article.

from time to time. **Overtime** shall be calculated on a daily basis and shall consist of the number of hours worked on any day in excess of the regular daily schedule. Such overtime shall be paid weekly at the rate of time and one-half. Nine specified holidays will be **paid holidays**, that is, time worked in excess of 32 hours in a week in which a holiday occurs will be paid for at time and one-half, though employer may rearrange the working hours during that week to expedite production. These holidays are in all cases the day preceding the public holidays.

Vacation with pay: one week after one full year of continuous service, 2 weeks after 2 full years of continuous service shall be granted. The **union label** will be supplied to the company at cost as long as the agreement is upheld provided no other union has a grievance with the company.

Minimum weekly wage rates: doughman, wedding cake decorator \$54.09; ovenman \$52.92; shippers \$52.33; bench hands and machine men \$49.65; helpers \$45.27; assistant shippers \$49.12; checkers and bread wrappers \$47.05; finishers and cake wrappers (female)

\$30.10 for first month and \$34.78 thereafter; janitors (including night compensation) \$40. *Night shift bonus:* extra compensation of 20 cents per hour shall be allowed for all work performed between 9 p.m. and 12 midnight and 25 cents per hour between 12 midnight and 6 a.m. The *apprentices'* wage scale shall be \$27.30 for the first 6 months, \$29.82 the second 6 months, \$32.36 the third 6 months and so on to \$38.69 in the eighth 6 months. One apprentice shall be allowed up to 10 journeymen and one for every 10 journeymen thereafter. The company undertakes to grant all apprentices a full opportunity to become thoroughly versed in every branch of operation in the bakery. The period of apprenticeship shall be 4 years. Jobbers rates shall be \$10.23 per day for males and \$7.46 per day for females (finishers and wrappers), in each case up to 3 days. When employed 4 consecutive days or more wages shall be on a *pro rata* basis of the weekly scale.

Provision is made for *seniority rights* and *grievance procedure*.

Fur and Leather Products

WINNIPEG, MAN.—FURRIERS GUILD OF CANADA, MANITOBA DIVISION AND INDIVIDUAL FUR MANUFACTURING FIRMS AND INTERNATIONAL FUR AND LEATHER WORKERS UNION OF U.S.A. AND CANADA, LOCAL 91.

Agreement to be in effect from June 1, 1949, to May 31, 1950, and for an additional year unless 2 months' notice is given by either party.

Closed shop: the employers agree with the union that each employer will maintain a closed shop during the period of the agreement. The employers shall employ only members of the union who are in good standing. When an employer requires additional help he shall call upon the union. If the union is unable to furnish such help within 2 days the employer may otherwise engage new help who must become a member in good standing within 2 weeks. Unless there are no union members with some degree of skill available no firm shall engage during one year more than 2 new apprentices for every 12 workers (excluding apprentices) already employed in the shop.

Check-off: the employer shall deduct from the pay of each employee covered by the agreement all union initiation fees, dues and assessments and remit same to the union.

Hours of work: 8 per day 5 days per week, a 40-hour week. *Overtime:* time and one-quarter shall be paid for work in excess of the regular hours and for all work on Saturday and on unpaid legal holidays. There are 8 *paid holidays* for employees with 4 months' service with the firm who work a full working day prior to and after the holiday; any work on such holidays shall be paid for at the regular rate plus the overtime rate.

Vacation with pay: one week to employees with one year's service, employees with a month or more of service shall receive vacation pay during vacation week on a *pro rata* basis, namely one-twelfth of regular pay for every month with the firm and major fraction thereof.

Minimum weekly wage rates: cutters \$45 and \$50, trimmers \$36, blockers \$26 to \$35, operators \$26 to \$45, finishers \$33 to \$40, help in finishing department with one year's

experience \$26; apprentices starting rate \$20, adjusted up to \$22 after 17 weeks, to \$24 after 34 weeks and to \$26 after one year. Commencing with the week of June 1, 1949, the employers agree to grant to all employees in their employ and earning \$22 per week or more, a flat increase of 7½ cents per hour equivalent to/or \$3 per week. Apprentice employees who have been adjusted up to \$20 per week and apprentice employees who earn \$20 per week at the time of general increase shall be subject to the stipulated step rates as above.

The *Welfare Fund* shall be continued with the employers contributing 2 per cent of the total earnings of their employees covered by the agreement who are subscribers to the fund and deducting \$1.75 per month from single subscriber-employees and \$4 per month from every married subscriber-employee. These sums shall be remitted monthly by the employers to the Furriers' Welfare Fund. The fund is administered by a joint committee of employers and union members who shall collect payments and pay for services (medical, hospitalization and sick benefits).

Home work prohibited: employers shall not give any work either to their own or employees of other employers to be carried out and completed at home.

Provision is made for *seniority rights* and *grievance procedure*.

Textiles and Clothing

MONTREAL, P.Q.—FASHION ACCESSORIES MANUFACTURERS ASSOCIATION, INC. AND INTERNATIONAL LADIES GARMENT WORKERS UNION (THE EMBROIDERY, PLEATERS, STITCHERS AND BUTTON MAKERS', LOCAL 315).

This agreement applies to the industry producing embroidery, pleating, stitching, button making, etc. and is to be in effect from August 1, 1949, to July 31, 1950, and shall thereupon automatically be renewed from year to year until July 31, 1952. This agreement is similar to the one previously in effect (L.G., May, 1948, p. 483) with the following changes and additions—*Check-off:* beginning January 1, 1950, each employer shall deduct weekly from the pay of his employees, members of the union, the union dues and assessments of such employees and remit same to the union. *Paid holidays* are increased to 4 from 2 with the added clause that employees, except in the case of illness, slackness or lay-off, absent during the week on which a holiday occurs, shall forfeit 2 hours' pay for each full day of such absence.

Vacation with pay has been changed to provide for 2 weeks instead of one to members of the union in good standing for a year or longer. To this end each employer shall, commencing August 1, 1949, pay 5 per cent of his payroll for his union employees into a vacation with pay fund. Employees granted 2 weeks' vacation shall receive 5 per cent of their earnings during the year, the maximum, however, not to exceed 2 weeks' wages; an employee granted one week's vacation with pay, shall be paid 2½ per cent of his or her earnings not to exceed one week's wages.

Minimum hourly wage rates are increased to the following: bonnaz operators \$1.20; pleaters and pattern makers 72 cents; frozen handle bonnaz operators, special machine operators, stampers 60 cents; crochet beaders, hand embroidery workers, floor help, covered buttons and buckle makers,

pleaters' assistant 50 cents. Workers receiving a higher rate than the minimum shall not be reduced. Cordé apprentice shall receive 35 cents per hour during first 6 months, 41 cents per hour during second 6 months, 47 cents per hour during third 6 months, 53 cents per hour during fourth 6 months and be graduated to the operators rate of 60 cents after 2 years. Bonnaz apprentices shall receive 40 cents per hour during first 6 months, 46 cents during second 6 months, 54 cents during third 6 months, 60 cents during fourth 6 months, 65 cents during fifth 6 months, 74 cents during sixth 6 months, 82 cents during seventh 6 months and 90 cents per hour during eighth 6 months and Bonnaz operators' scale after 4 years if competent.

Pulp, Paper and Paper Products

DOLBEAU, P.Q.—LAKE ST. JOHN POWER AND PAPER COMPANY LIMITED AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS, LOCAL 252, AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS, LOCAL 85.

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year subject to 30 days' notice. *Union security:* any employee who is now or later becomes a member of one of the signatory unions shall, as a condition of continued employment, maintain such membership in good standing. New employees, not members of one of the signatory unions, shall join such union within 15 days, unless temporarily employed. When engaging workers the company will give preference to union members if such are available and capable of doing the work efficiently.

Paid holidays: 4 specified mill holidays will be observed as paid holidays. Employees required to work on mill holidays will receive pay at time and one-half, but must take the paid holiday as soon thereafter, as can be arranged. *Sick leave plan:* employees with a year or more of continuous service with the company shall be paid 6 days' per calendar year at the equivalent of group insurance benefits less normal income tax deductions, on satisfactory proof being furnished that they have suffered from a non-occupational accident or been sick for a period of not less than 12 consecutive working days.

Vacation with pay: all hourly-paid employees with one or more years of continuous service with the company receive one week; employees with 5 or more years of continuous service are granted 2 weeks, while employees with 20 years of continuous service with the company are granted 3 weeks provided however that said 3 weeks will be continuous only between September 16 and May 15 of the following year, or, if desired during the summer months, only at the option of the company. (The clause providing for 3 weeks' vacation after 20 years' service is a new feature in this year's contract.) Employees shall be allowed one-half day for each month of service in their first incomplete year to be taken with their first vacation, or failing this, with their vacation after 5 years' service.

Hourly wage scale for certain classes: wood room—millwrights, welders \$1.18; chipper and conveyor men \$1.01; cleaners \$1; wood yard—millwrights \$1.28; hoist operators \$1.04; steam plant—shift engineers \$1.36; cleaners and labourers \$1; grinder room—millwrights \$1.40; stone sharpeners

\$1.14; grindermen \$1.07; screen room—millwright \$1.28; screenmen \$1.01 and \$1.07; oiler and cleaner \$1.01; acid plant—acid makers \$1.29; tower men \$1.01; sulphur man \$1; digester house—cooks \$1.42; millwright \$1.40; sulphite lapping machine—operators \$1.24; weighers, balers \$1.12; loaders \$1.02; machine room—machine tenders \$2.30; back tenders \$2.10; third hands \$1.72; fourth hands \$1.34; fifth hands \$1.24; sixth hands \$1.06; brake hustlers \$1.01; mixer operator, clothing man \$1.72; millwright \$1.40; first spare hand \$1.08; second spare hand, cleaner \$1.01; rewinder operator \$1.26; oilers \$1.07 and \$1.13; finishing room—scale man \$1.19; finishers \$1.02; labourers \$1; shipping—checkers \$1.17; truckers \$1.07; technical—paper testers \$1.25; pulp testers \$1.04 and \$1.07; electrical department—substation operators \$1.24; maintenance men \$1.34; armature winders \$1.37; electricians \$1.25 to \$1.34; machinists \$1.13 to \$1.40; blacksmith \$1.23; boiler maker \$1.39; tinsmith \$1.21; cement finisher \$1.28; carpenters \$1.21 to \$1.28; pipefitters \$1.18 to \$1.28; painters \$1.38; millwrights \$1.28 and \$1.40; welders \$1.25 and \$1.40; log haul—conveyor men \$1.01 and \$1.02; transfer men \$1 and \$1.01; wood loading—hoist operators \$1.05; loaders \$1.

Provision is made for *seniority rights* and *grievance procedure*.

Miscellaneous Wood Products

THE PAS, MANITOBA—THE PAS LUMBER COMPANY, LIMITED AND NATIONAL UNION OF WOODWORKERS, LOCAL 16 (CCL).

Agreement to be in effect from May 1, 1949, to April 30, 1950, and thereafter from year to year subject to notice. *Union security:* all employees now members of the union or who later become members must, as a condition of continued employment, maintain their membership in the union. Every new employee hired on or after the date of the agreement shall within 30 days apply for membership in the union. *Check-off:* the company agrees to deduct union dues and assessments monthly from the pay of employees who so authorize and remit same to the union.

Hours of work: 8 per day 6 days a week, a 48-hour week. *Overtime* at time and one-half for authorized work in excess of the regular hours; double time for work on 8 holidays, 4 of which are paid holidays and for work in excess of 4 hours of overtime in any one day. *Vacation with pay:* employees with one year's service with the company receive 2 weeks with pay equal to one-twenty-sixth of their earnings with the company during the previous year, employees with 30 days' service but less than one year shall receive vacation pay of one-twenty-sixth of their earnings with the company during the period. *Sick benefit:* the company and the union will make an effort to work out a joint sick benefit plan.

Hourly wage rates for certain classes: Sawmill—engine \$210 per month; gang engineer \$195 per month; firemen 87½ cents; millwright \$1.10; oiler and spare, log scaler 90 cents; oiler, tail Sawyer 85 cents; Sawyer \$1.45; head filer \$1.55; gang filer \$1.10; edgermen 97½ cents and \$1; crane operator 97½ cents; teamster 82½ cents; Lathmill—stock pickers, bolter man, lath machine feeder 85 cents; lath machine grader 95 cents; wood pickers day labour 80 cents; wood delivery truck operator \$1; Planing mill—engineer \$210 per month; fireman 87½

cents; filer \$1.05; machine feeder 87½ cents; machine grader 90 to 95 cents; car loaders 80 and 82½ cents; Yard—teamsters, trackmen 82½ cents; dry lumber loader 80 cents; Miscellaneous—carpenter \$1.15; machinist, blacksmith and welder \$1.12½; common labourer 80 cents; River—engineer \$190 per month; fireman \$175 per month; deckhand and riverman 90 cents; helpers 80 cents. *Night shift bonus:* production and maintenance employees under the agreement shall be paid a bonus of 5 cents per hour for work performed on regularly scheduled night shifts.

Provision is made for *seniority rights* and *grievance procedure*.

HORNBECK, GRANADA AND CHISHOLM, ALBERTA
—SWANSON LUMBER COMPANY LIMITED
AND THE INTERNATIONAL WOODWORKERS
OF AMERICA, LOCAL 462.

Agreement to be in effect February 1, 1949, to January 31, 1950. *Check-off:* the company agrees to deduct union dues, initiation fees and assessments from the pay of employees who so authorize and to remit same to the union.

Hours of work: 8 per day, 6 days a week (except for cooks, cookees, flunkys, bunkhouse employees and barnbosses). *Overtime* at time and one-half for work in excess of the regular hours and for all work on Sundays, except as part of regular shift, and on 6 specified holidays. *Vacation with pay* shall be granted in accordance with provincial regulations. Cooks, cookees, flunkys, bunkhouse employees and barnbosses shall be entitled to receive one week's vacation after 6 months' continuous service provided that such employee shall not be entitled to more than 2 weeks' vacation with pay in any one year.

Wage rates: from April 1, 1949, employees in all classifications shall be paid 5 cents per hour over the wage rate existing in such classifications provided that the harvest bonus of 5 cents per hour formerly paid by the company shall be discontinued.

Provision is made for *seniority rights* and *grievance procedure*.

Metal Products

SYDNEY, N.S.—DOMINION STEEL AND COAL CORPORATION LIMITED, SYDNEY STEEL PLANT DIVISION, AND UNITED STEELWORKERS OF AMERICA, LOCAL 1064.

Agreement to be in effect from July 15, 1949, to April 1, 1950, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one previously in effect (L.G., April, 1947, p. 541 and Nov., 1948, p. 1243), with the following changes:—

Hours of work are reduced from 48 hours to 44 hours per week, operations to be carried out on the basis of working 40 hours and 48 hours in alternate weeks. The number of *paid statutory holidays* has been increased from 6 to 8. *Vacation:* the minimum requirement of 282 shifts a year to be worked for full vacation credits has been reduced to 270 shifts. Employees with two years' service to have an additional day added to their vacation, with three years' service two extra days, four years' service three extra days.

Wage rates are to be those in effect March 31, 1949, amended as follows: all rates \$1.50 per hour and under to be increased by 10 cents per hour; all rates above \$1.50 per hour to be increased by 9.1 per cent. Wage

increases to be paid retroactively on following basis: 10 cents per hour for all hours worked from April 1, 1949, to the date on which the above rate increases are put in effect; all hours over 44 per week worked since April 1 to be classed as overtime.

OSHAWA, ONT.—FITTINGS LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 1817.

Agreement to be in effect from May 1, 1949, to April 30, 1950. Notice of termination or of proposed revision may be given during March, 1950. Any provision not so terminated or proposed to be revised to remain in force pending such negotiations. This agreement is similar to the one previously in effect (L.G., Dec., 1948, p. 1420, Feb., 1947, p. 183) with the following changes—*Statutory holidays:* all 8 of the statutory holidays observed are now paid holidays, for employees at work the full work day before and after the holiday, instead of 6 of the 8 as formerly. A *wash-up period* of 5 minutes prior to the end of the mid-shift and at the end of the shift has been added. *Hourly and piece work rates* have been increased (5 cents per hour for hourly paid workers) so that the hourly wage rates for day work for the following classifications are: skimmers 99 cents to \$1.08; charge men \$1.04 to \$1.06; tapmen \$1.03 to \$1.08; furnace repair \$1.07 to \$1.09; moulders \$1.11 to \$1.21; blacksmiths \$1.07 to \$1.11; fitters and tool room bench hands \$1.21 to \$1.30; lathe and miller hands \$1.07 to \$1.21; patternmakers \$1.13 to \$1.25, stationary engineers 99 cents to \$1.20; boardmen, sandmixers, oventenders and general labour 99 cents to \$1.02; juniors and females to start at 70 cents and to receive an increase of 2½ cents per hour every 6 months until the rate of 87 cents per hour has been reached.

OSHAWA, ONT.—ONTARIO MALLEABLE IRON COMPANY LTD. AND UNITED STEELWORKERS OF AMERICA, LOCAL 1817.

Agreement to be in effect from May 1, 1949, to April 30, 1950. Notice of termination or of proposed revision or addition thereto shall be given before March 31, 1950, and negotiations shall take place not later than within the first 10 days of April, 1950. Any provision not so terminated or proposed to be revised to remain in force pending such negotiations. This agreement is similar to the one previously in effect (L.G., Sept., 1948, p. 989) with the following changes—

Statutory holidays: all 8 holidays observed are now paid holidays for employees on the current month's check-off who work the scheduled hours for the nearest working days preceding and following the individual holiday or had approved leave of absence.

Minimum hourly wage rates are increased 5 cents making the rates for the following classifications as follows: pattern shop, core room and moulders \$1.12; packing and dumping \$1.08; machine shop \$1.05; chipping, melting, break-off, sand cutters \$1.04; grinders, packing floor labourers, soft iron cleaning \$1.03; shipping \$1.02; maintenance \$1; general labourers 99 cents; straightening, sorting, sprinkler department 94 cents; boys 18 years and under 85 cents; watchmen shall be paid 90 cents per hour on a 40-hour week. Patternmaking apprentices shall start at 66 cents with increases of 3 cents per hour every 6 months. The minimum hourly hiring rate for apprentice moulders shall be 98 cents, to continue for not more than 3 months, for apprentice coremakers 77 cents for not more

than 3 months. All piece workers to receive an increase on the basis of 5 cents per hour for each hour worked. This increase to be combined with the existing day work allowance. All piece work prices for moulders and coremakers shall be based upon a minimum basis of 90 cents per hour plus 18 cents day work allowance. Whenever earned rate is below \$1.08 per hour, it shall be subject to grievance procedure.

WINNIPEG, MAN.—THE MANITOBA BRIDGE AND IRON WORKS LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 4087.

Agreement to be in effect from April 1, 1949, to March 31, 1950, and thereafter subject to notice. The company recognizes the union as the bargaining representative with respect to wages, hours of work and other working conditions for all eligible employees.

Check-off: the company agrees to deduct union dues monthly from the pay of employees who so authorize during the term of the agreement or until authority is cancelled and to remit same to the union.

Hours: from May to September—4 shifts of 9 hours and one shift of 8 hours; for the balance of the year—5 shifts of 8 hours each and one shift of 4 hours, a 44-hour week in both arrangements.

Overtime: time and one-half for all work in excess of normal shifts on working days, double time for all work on Sundays and on 6 specified paid and 4 specified non-paid holidays except in the case of employees who are scheduled to work on those days.

Vacations with pay: the plant will be shut down for two consecutive weeks during July and/or August of each year. Employees who are entitled to vacations with pay under the Manitoba Vacations with Pay Act will be paid for the first week in accordance with the provisions of that Act. Each employee's pay for the second vacation week will be the same as for the first week. Employees not entitled to vacations will be given either an opportunity to work or pay on the basis of one-twelfth of one week's pay for each month of continuous service.

Hourly wage rates for certain classes: machine shop—special mechanics and tool makers \$1.10 to \$1.30; machinists 94 cents to \$1.21, machine shop fitters 93 cents to \$1.16, machine shop operators 81 cents to \$1.01; set-up men 99 cents to \$1.06; experienced helpers 81 to 91 cents; pattern shop—pattern makers 94 cents to \$1.21; foundry—floor moulder 99 cents to \$1.21, bench moulder 81 cents to \$1.11, core maker 97 cents to \$1.21; chippers, grinders and sand blasters 81 to 86 cents; plate shop—first class developer and scratch layerout \$1.17 to \$1.26; second class layerout 98 cents to \$1.16; welders 88 cents to \$1.16; first class burner and acetylene welder \$1.04 to \$1.10; second class burner 84 cents to \$1.03; plate shop fitter 81 cents to \$1.10; jig and template puncher \$1.03 to \$1.11; machine operator 81 cents to \$1.05; tank testers, caulkers and chippers 81 to 94 cents; riveters 81 cents to \$1.03; forge shop—blacksmiths 94 cents to \$1.21; hammer operator 85 to 96 cents; hydraulic press man \$1 to \$1.21, helper 83 to 93 cents; galvanizing shop—charge hands 88 to 98 cents; dippers 81 to 91 cents; general—truck drivers \$38.20 to \$43.12 per week; roustabout and tractor operators 83 to 94 cents; electricians 95 cents to \$1.16; crane operators 83 to 99 cents; painters, firemen, steel yard checkers 81 to 91 cents;

general maintenance leaders 90 cents to \$1.19; labourers and inexperienced helpers 76 to 81 cents; improvers 76 cents (minimum); learners, under 18 years 55 cents (minimum); when age of 19 is reached 70 cents (minimum); messengers, apprentices and school boys during vacation period 40 cents (minimum); bolt shop—hot work rates—tong header (and piece work) 79 to 89 cents; rod headers (and piece work) 81 to 92 cents; heaters 55 to 75 cents; nut maker (and piece work) 80 to 96 cents; spindle nut tappers (and piece work) 67 to 75 cents; regular threaders (and piece work) 53 to 59 cents; set-up men 78 to 88 cents; bolt shearer 75 to 85 cents, pointers 50 to 61 cents, utility men 80 to 91 cents; packers, running nuts on bolts 50 to 58 cents; bolt head trimmer (and piece work) 70 to 80 cents; sweeper 76 cents (maximum); boys 16 to 17 years 50 cents (minimum), 17 to 18 years 55 cents (minimum); girls 50 cents (minimum). A night shift differential of 5 cents per hour will be paid for all night shift work.

Provision is made for seniority rights, grievance procedure and an apprenticeship plan.

Construction

EDMONTON, ALTA.—EDMONTON GENERAL CONTRACTORS' ASSOCIATION AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1325.

Agreement to be in effect from April 1, 1949, to March 31, 1950, and thereafter subject to 60 days' notice. The association recognizes the union as the exclusive bargaining agency for all carpenters. Union members shall be given preference of employment when available.

Hours of work: day shift—8 per day Monday through Friday, a 40-hour week; all other shifts—7½ hours work for 8 hours pay.

Overtime: time and one-half for all work in excess of the regular hours, double time for all work on Saturdays, Sundays and 8 specified holidays.

Wage rates: \$1.47½ per hour minimum, an increase of 7½ cents over the preceding year. Carpenters in charge of work with a crew of 5 or more shall be paid a minimum of 10 cents extra.

Transportation and Public Utilities

Electric Railways and Local Bus Lines

WINDSOR, ONT.—SANDWICH, WINDSOR AND AMHERSTBURG RAILWAY COMPANY AND AMALGAMATED ASSOCIATION OF STREET ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION 616.

Agreement to be in effect from June 30, 1949, to October 31, 1950, and thereafter until cancelled by either party upon 30 days' notice.

Union shop: all members of the union shall, as a condition of continued employment with the company, remain members in good standing. All new employees covered by the agreement shall be on probation for a period of 6 months, but they shall become members of the union within 30 days from the date of their employment.

Check-off: the company agrees to the check-off of all dues and special assessments levied by the union.

Hours of work: for shopmen 8 per day, a 48-hour week; for bus operators depending on run, between 8 and 10 hours per day, the

company to endeavour to keep the hours as close as possible to 8 hours and to see that a day's work is completed within 11 consecutive hours; approximately one day off per week.

Overtime at time and one-half shall be paid all hourly-rated employees for all work exceeding 8 hours on any one day and for all work performed on 8 specified holidays. **Vacations with pay** of one week shall be granted all employees after 6 months' employment, 2 weeks after one year's employment and after 10 years an extra day's vacation with pay shall be granted for each year in excess of 10 years' continuous employment, the vacation not to exceed 4 weeks. Employees who do not work a full year (260 days) shall receive vacations in proportion to the time worked.

Wage rates: for apprentices: first year 54 cents per hour, second year 64 cents, third year 79 cents, fourth year 89 cents and fifth year 99 cents. For bus operators: first 4 months \$1.12½ per hour, next 8 months \$1.22½ and after first year \$1.27½; for checking 20 cents extra per day and for training students 50 cents per day. For shop and maintenance men: gatemen, utility men, messengers, bus callers \$1.09½ per hour; washers and cleaners, service men, watchmen, painters' helpers, janitors \$1.14½; mechanics' helpers or second class mechanics \$1.24½; wash department foreman \$1.29½; first class motor mechanics, air mechanics, machinists, body bumpers, upholsterers and trimmers, welders \$1.37½; mechanics' foreman, machinist foreman and tool makers, paint and body shop foreman, plant maintenance foreman \$1.47½. For inspectors and dispatchers \$281 per month. Except for apprentices, all the above rates are 12½ cents per hour higher than in the previous agreement; 10 cents per hour of this increase is retroactive to January 1, 1949.

A **night shift differential** of 3 cents per hour shall be paid all shop employees working on shifts commencing at 3 p.m. or after and ending at 7 a.m. or before.

Provision is made for **seniority rights and grievance procedure**.

Service

Public Administration

MONTREAL, P.Q.—CITY OF MONTREAL AND LA FRATERNITÉ CANADIENNE DES POLICIERS, SECTION DE MONTREAL.

Agreement to be in effect from December 1, 1948, to November 30, 1950, and thereafter for an additional 24 months subject to notice.

Check-off: the city agrees to deduct union dues monthly from the pay of employees who so authorize and remit same to union; the authorization is revocable on 30 days' notice.

Hours of work: 8 per day, a 48-hour week, with the exception of matrons whose hours are arranged on a monthly basis: first week from 12 a.m. to 8 a.m.; second week from 8 a.m. to 1 p.m.; third week from 1 p.m. to 6 p.m.; fourth week from 6 p.m. to 12 a.m. Traffic constables stationed at crossings or using motorcycles, constables mounted on horses and constables on skis will not be required to work more than 6 hours per day on such work.

Overtime: \$1.50 per hour shall be paid for all work in excess of regular hours in any one day.

Vacations with pay: after January 1, 1950, every employee covered by this agreement with less than 15 years' service is entitled to 15 days, employees with 15 or more years to 21 days.

Statutory holidays: employees are granted six specified holidays with pay. In addition, employees are entitled to the following leave: for own wedding 3 days; for wedding of close relative 1 day; in case of death of close relative 3 days and of distant relative 1 day; in case of birth of child 1 day.

Annual wage rates: constables—fourth class \$1,750, third class \$1,950, second class \$2,250, first class \$2,600, sergeant \$2,800, lieutenant \$3,100, captain \$3,300; detectives—second class \$2,800, first class \$3,100, sergeant \$3,300, lieutenant \$3,450, captain \$3,600; police-women—first year \$1,600, second year \$1,800, third year \$2,000, fourth year \$2,200; matrons first year \$1,500, second year, \$1,550, third year \$1,600. In addition, all employees shall be paid a cost-of-living bonus of \$260 per year up to December 1, 1949; at the beginning of February, 1950, the cost-of-living bonus is to be adjusted, retroactive to December 1, 1949, on the basis of the official cost-of-living index: for every point over 159 it shall be increased 25 cents per week; for every point below 157 it shall be decreased 25 cents per week, half a point or more in each case to count as a full point. In case of sickness or injuries sustained in the performance of his duties the employee shall draw his full pay until he is completely recovered or until the doctor of the city certifies that he suffers from a permanent disability which renders him unfit to perform his duties.

Sick leave with pay: 15 working days per year, cumulative; if, at any time, the accumulated sick leave credit has been used up the employee shall be paid half his salary for an additional period of 60 days, unless extended by the city. Any employee who retires or who leaves the service for any other reason shall be entitled to full pay for a maximum of 180 days accumulated sick leave.

Uniforms to be provided by the city and if police officers or constables are required to wear civilian clothes, a clothing allowance is provided.

Provision is made for **seniority rights and grievance procedure**.

MONTREAL, P.Q.—CITY OF MONTREAL AND L'ASSOCIATION INTERNATIONALE DES POMPIERS, LOCAL 985.

Agreement to be in effect from December 1, 1948, to November 30, 1950, and thereafter for an additional 24 months subject to notice. The agreement is similar to the one between the city of Montreal and La Fraternité Canadienne des Policiers summarized above, with the following differences:—

Hours of work: day shift 10 hours and night shift 14 hours a day, a 6-day week. In lieu of statutory holidays and any overtime, each employee will be allowed, four times a year, 96 consecutive hours off duty and, also four times a year, 72 hours.

Annual wage rates: cadets \$1,900; fire-fighters—fourth class \$2,100, third class \$2,225, second class \$2,350, first class \$2,700; painters \$1,928; lieutenants—second class \$3,000, first class \$3,100; captains \$3,175 and \$3,600. The cost-of-living bonus of \$260 per year which is subject to change with changes in the cost-of-living index is also provided.

Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,* include the repeal of one agreement, the amendment of six others and the correction of one of them, also the correction of one other agreement. In addition to those summarized below, they include: the amendment of the agreement for garage and service station employees in Montreal in the *Quebec Official Gazette* of August 27, and the amendment of the agreements for the fine glove industry for the province and for grocers and butchers in Joliette in the issue of September 10, and a correction of an amendment for the building trades in Three Rivers in the issue of September 17.

Requests for amendments to the agreements for retail stores in Chicoutimi, for building trades in St. Jérôme and for the furniture industry in the province were gazetted August 27, for the dressmaking industry and for the cloak and suit industry in the province were gazetted September 3. Requests for a new agreement for garage and service station employees in Rimouski and for amendments to the agreements for the furniture industry in the province and for the ornamental iron and bronze industry at Montreal were gazetted September 10, for the mechanical construction and repair industry and hardware stores in Quebec, for the embroidery industry in Montreal, for the building trades in Sorel, St. Jérôme, Joliette and at St. Hyacinthe, were gazetted September 17.

Orders in Council were also published approving and in one instance extending the levy of assessments on the parties.

Manufacturing

Printing and Publishing

LITHOGRAPHERS, PROVINCE OF QUEBEC

An Order in Council, dated August 17, and gazetted August 27, repeals the Orders in Council making this agreement obligatory and a later amendment (L.G., June, 1948, p. 619; March, 1949, p. 302).

Metal Products

GARAGES AND SERVICE STATIONS, QUEBEC

An Order in Council, dated August 31, and gazetted September 10, amends the previous Orders in Council for this industry (L.G., May, 1947, p. 690; June, 1948, p. 620, and previous issues) by providing that industrial and commercial establishments and public trucking or autobus transport concerns, which confine their services exclusively to their own needs, may organize a second or third shift at hours convenient to them if they pay the 10 per cent premium; however, any work performed by the employees working on such shifts in excess of 9 hours per day or 54 hours per week shall be remunerated at the regular rate increased by 50 per cent.

Statutory holidays: St. Jean Baptiste Day and Labour Day shall be paid holidays for every regular employee.

Minimum wage rates in zone I: journeyman mechanic, fitter, machinist, electrician, body worker, wheelwright, blacksmith, welder, painter, upholsterer from 80 cents per hour for class D to \$1.05 for class A; storage battery man, vulcanizer or retreader 82 cents; glazier and greaser 80 cents; apprentices of above trades from 35 cents per hour in first year to 65 cents in fourth year; service man 65 cents, apprentice 40 cents in first year and 50 cents in second year. (These rates represent increases ranging from 5 to 10 cents per hour, with the exception of second year apprentice service man whose rate is the same as that previously paid to class B service man.) Minimum hourly wage rates are 5 cents less than the above in establishments which confine their services exclusively to their own needs.

Vacation: an employee with less than one year's continuous service for his employer is entitled to a continuous annual vacation with pay of as many half-days as his number of continuous months of service. Remuneration for vacation is equal to either the wages the employee would have received had he worked during his vacation period if he is paid by the week or the hour, or 2 per cent of the wages earned during the period of service which entitled him to a vacation if he is paid on any other basis.

The present Order in Council also amends the general apprenticeship by-laws which determine the conditions for admittance to apprenticeship, its duration, the theoretical classes to be attended and the practical work to be done by the apprentice and various other provisions.

Construction

BUILDING TRADES, MONTREAL

An Order in Council, dated August 31, gazetted September 10, and corrected in the issue of September 17, amends the previous Orders in Council for this industry (L.G., Sept., 1948, p. 993; Nov., p. 1247; Jan., 1949, p. 67; Feb., p. 178; March, p. 302; May,

*In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

p. 605) in so far as the *vacations with pay* are concerned, by providing that every employee, who has worked continuously with one employer throughout a vacation-with-pay credit period, i.e. from May 1 of one year to April 30 of the next year, is entitled, within the 4 months following the end of such period, to a vacation of 7 consecutive days and to a vacation credit. The Minimum Wage Commission issues for each employee a vacation-with-pay stamp book in which the employer must affix at the end of each regular pay period vacation-with-pay credit stamps in an amount equivalent to 2 per cent of the gross amount of such pay. Although in the employer's hands, this book belongs to the employee and the credit shown therein is not transferable. Every employee, whose work has not been continuous with one employer throughout the vacation-with-pay credit period, is entitled, at the end of such period, only to the vacation credit determined above. This amendment is effective from September 10, 1949, and on this date the employer must affix in the vacation-with-pay stamp book of each of his employees a number of stamps representing 2 per cent of

the gross amount of wages earned since May 1, 1949.

Service

Business and Personal

HAIRDRESSERS, MONTREAL

An Order in Council, dated September 7, and gazetted September 17, amends the previous Orders in Council for this industry (L.G., July, 1941, p. 855; July, 1942, p. 857; April, 1943, p. 490; June, p. 813; July, 1945, p. 996; July, 1946, p. 831; March, 1947, p. 371, June, p. 826). "La Corporation des coiffeurs pour dames de la Province de Québec, section des employés" and "La Corporation des coiffeurs pour dames de la Province de Québec, section des employeurs" are added to the contracting parties of the first and second part respectively. "La Fédération corporative des barbiers et coiffeurs de la Province de Québec" is struck off the list of contracting parties of the second part.

Certain changes in apprenticeship regulations have been instituted.

Workmen's Compensation for Industrial Accidents in Ontario

By comparing the payrolls under compensation, the industrial accidents reported and the benefits awarded in Ontario in 1947 with those of 1948, the Workmen's Compensation Board of Ontario, offered proof in a recent bulletin that employment in the province was at a high level in 1948.

The Board stated that "the payrolls under compensation in Ontario in 1947 were in excess of \$1,300,000,000, while in 1948, the estimated payrolls were more than \$1,700,000,000." During 1948, "161,733 claims for compensation were brought to finality." Of this number, 109,904, or about 68 per cent, involved medical aid only and no compensation to the injured worker. "The total number of permanent disabilities and death cases in 1948 was 2,439 and was lower than for 1946, when there were 2,686, which is exactly the same number as there were in 1920." "In the latter year there were 40,997, or about 25 per cent of the total number of accidents reported in 1948."

The total benefits awarded in 1948 amounted to \$23,710,282.83, of which \$3,800,000 were to cover the increased capitalization necessary for pensions which had already been awarded. This was made necessary by amendments in the Workmen's Compensation Act in 1948, while the Legislature in 1949 further increased benefits to take effect on January 1, 1950.

The bulletin states that the causes of the 161,733 cases in which the Board paid out money in 1948, there were 20,220, or a little less than 13 per cent, listed as mechanical in nature. There were 5,178 cases which were attributed to dangerous substances, such as escapes of steam, explosives, electricity, corrosive substances, hot and inflammable materials, etc. There were 11,684 cases due to stepping on or striking against objects, while falling objects accounted for 6,425. More than half the injuries—88,104 cases—occurred while materials were being handled. Hand tools were responsible for 4,503 and runaways and animals 572 cases. The record for moving trains and vehicles, etc. showed 2,795 and falls of persons 11,949. Flying fragments accounted for 8,179 cases and all other causes, 2,084 cases. There were 240 fatal industrial accidents in Ontario in 1948. In the fatal cases, 415 dependents were affected.

It is stated that "since January 1, 1915, when the Act first went into effect, there have been 2,562,774 industrial accidents reported to the Ontario Workmen's Compensation Board, with awards of \$257,811,315.71." This indicates "that the average industrial accident reported to the Board cost the accident fund more than \$100 during the 34 years of compensation in Ontario."

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the LABOUR GAZETTE for July, 1946, p. 932.

Schedules Prepared and Contracts Awarded During August

(1) Works of Construction, Remodelling, Repair or Demolition

During the month of August the Department of Labour prepared 140 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 131 construction contracts was awarded by the various government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and sub-contractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates."

(2) Contracts for the Manufacture of Supplies and Equipment

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	7,357	\$13,510,826.43
Post Office.	17	76,247.64
R.C.M.P.	10	214,110.26

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Agriculture				
Spring Coulee, Alta.	Construction of St. Mary Main Canal and irrigation structures	Doncaster Construction Co. Ltd., Edmonton Alta.	\$ 218,240 00	Aug. 23, 1949
Spring Coulee, Alta.	Construction of St. Mary Main Canal and irrigation structures	Barbant Bros. Ltd., St. Boniface, Man.	93,025 00	Aug. 23, 1949
Spring Coulee, Alta.	Construction of St. Mary Main Canal and irrigation structures	Continental Construction Ltd., Regina, Sask.	61,575 00	Aug. 23, 1949
Canadian Commercial Corporation				
Bedford Basin, N.S.	Installation of a Moretrench Wellpoint system at R.C.N. Magazine Extension.	Geo. W. Crothers Ltd., Leaside (Toronto) 17, Ont.	31,784 00	April 4, 1949
Debert, N.S.	Exterior painting of Buildings, No. 16 "X" Depot, R.C.A.F.	Maritime Sprayers & Decorators Ltd., Halifax, N.S.	2,777 50	June 1, 1949
Halifax, N.S.	Erection of chain link fence around RCE Central Stores, Willow Park.	Dominion Steel & Coal Corporation Ltd., Montreal, P.Q.	3,292 24	May 6, 1949
Halifax, N.S.	Erection of perimeter chain link fence at RCASC Barracks	Dominion Steel & Coal Corporation Ltd., Montreal, P.Q.	4,968 88	May 6, 1949
Halifax, N.S.	Redecorate the complete interior of the Headquarters Eastern Command Main Building, Bell Road.	Halifax Painters & Decorators, Halifax, N.S.	4,600 00	May 11, 1949
Bagotville, P.Q.	Extensions and improvements to the aerodrome at R.C.A.F. Station.	North Shore Construction Co. Ltd., Montreal, P.Q.	206,938 25	May 11, 1949
Bagotville, P.Q.	Construction of permanent buildings and services.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	635,000 00	Aug. 22, 1949
Mont Jacques Cartier, P.Q.	Construction of permanent buildings and services.	Mount Enterprise Ltd., Montreal, P.Q.	635,000 00	Aug. 23, 1949
St. Hubert, P.Q.	Replacement of concrete apron in front of No. 4 Hangar at R.C.A.F. Station.	National Paving & Construction Co. Ltd., St. Hyacinthe, P.Q.	16,566 00	June 2, 1949
St. Hyacinthe, P.Q.	Grading and paving in rear of Armoury.	National Paving & Construction Co. Ltd., St. Hyacinthe, P.Q.	4,600 00	June 1, 1949
Ste. Anne's Plaines, P.Q.	Plowing and harrowing of freeways.	Mitron & Freres, Montreal, P.Q.	3,800 00	June 13, 1949
Sayabec, P.Q.	Construction of permanent buildings and services, R.C.A.F. Site.	Mount Enterprise Ltd., Montreal, P.Q.	635,000 00	Aug. 23, 1949
Aylmer, Ont.	Reinforce to trusses by pre-stressed wire method in Hangars No. 1, 2, 3 and 4 at R.C.A.F. Station.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	38,700 00	Sept. 1, 1949
Galt, Ont.	Installation of two (2) new boilers and renovation of heating system, Armoury.	English & Mould Ltd., Toronto 9, Ont.	7,425 00	March 14, 1949
Oshawa, Ont.	Construction of new Transmitter Building at the Oshawa Wireless Station.	W. B. Sullivan Construction Ltd., Toronto, Ont.	101,482 00	July 9, 1948
Trenton, Ont.	Repainting and repair of buildings, No. 6 Repair Depot.	Industrial Spraypainting & Sandblasting (Regd.), Kingston, Ont.	14,885 00	May 31, 1949
Weston, Ont.	Repainting of buildings at No. 1 Supply Depot.	National Painting & Decorating Ltd., Toronto, Ont.	6,090 00	June 4, 1949
Windsor, Ont.	Installation of a low pressure steam heating system, Armoury.	White Plumbing & Heating Co., Windsor, Ont.	8,363 00	April 5, 1949
Camp Shilo, Man.	Interior painting of three buildings.	Carlson Decorating Co., Winnipeg, Man.	2,403 00	May 3, 1949
Fort Churchill, Man.	Installation of Asbestos Cedar Grain Shingles on exterior walls of buildings.	Western Asbestos Co. Ltd., Winnipeg, Man.	60,334 00	Aug. 25, 1949
Fort Churchill, Man.	Completion of the primary and secondary power distribution system and all interior wiring and lighting and refrigeration in 22 buildings.	Kummen-Shipman Electric Ltd., Winnipeg, Man.	533,750 00	Sept. 7, 1949
Fort Churchill, Man.	Completion of plumbing, heating and ventilation installations, and utilities, in 21 buildings.	Cotter Bros. Ltd., Winnipeg, Man.	423,830 00	Sept. 7, 1949
Moosomin, Sask.	Installation of a forced warm air heating system, Armoury.	Waterman Waterbury Mfg. Co. Ltd., Regina, Sask.	5,270 00	March 31, 1949
North Battleford, Sask.	Installation of a new heating system in the Armoury.	A. Gumlaugson, North Battleford, Sask.	8,355 90	March 22, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation—Con.				
Suffield, Alta.	Extension to the existing Department of National Defence Telephone System for the Headquarters of National Defence (Defences Research Board) Experimental Station.	Alberta Government Telephones, Lethbridge, Alta.	\$ 25,400 00	May 17, 1949*
Abbotsford, B.C.	Exterior painting of buildings at R.C.A.F. Station.	Frank Clarkson, Vancouver, B.C.	4,900 00	May 29, 1949
Chilliwack, B.C.	Asphalt concrete for roads, Permanent Married Quarters Area.	G. W. Ledingham & Co. Ltd., Vancouver, B.C.	14,241 60	March 15, 1949
Fort Nelson, B.C.	Repairs to the exterior wall surfaces of Hangar H-1, R.C.A.F. Station.	Poole Construction Co. Ltd., Edmonton, Alta.	6,890 00	Sept. 14, 1949
Fort Nelson, B.C.	Repairs to the Roof of Hangar H-1, R.C.A.F. Station.	Poole Construction Co. Ltd., Edmonton, Alta.	7,000 00	Sept. 1, 1949
Fort St. John, B.C.	Repairs to the exterior wall surfaces of Hangar H-1, R.C.A.F. Detachment.	Poole Construction Co. Ltd., Edmonton, Alta.	6,150 00	Sept. 5, 1949
Watson Lake, Y.T.	Repairs to the exterior wall surfaces of Hangar H-1, R.C.A.F. Detachment.	Poole Construction Co. Ltd., Edmonton, Alta.	7,870 00	Sept. 8, 1949
Kittigazuit, N.W.T.	Erection of 2—175,000 gallon storage tanks, R.C.A.F. Station.	Black, Sivals & Bryson Ltd., Calgary, Alta.	10,223 51	Sept. 2, 1949
Central Mortgage and Housing Corporation				
Albro Lake, N.S.	Construction of 30 new houses, D.N.D. non-urban permanent married quarters for Navy.	A. G. & J. E. Reddin, Dartmouth, N.S.	194,545 00	June 3, 1949
Farnham, P.Q.	Construction of 30 new veterans' rental housing.	Desourdy Const. Ltd., Covansville, P.Q.	185,142 00	July 5, 1949
Rouyn, P.Q.	Construction of 20 duplexes or 40 units veterans' rental housing.	Arthur Guertin, Rouyn, P.Q.	239,920 00	June 15, 1949
Ajax, Ont.	Installation of water and sewer mains and laterals to service 200 houses.	Dumiries Construction Co. Ltd., Galt, Ont.	51,214 70	Aug. 25, 1949
Barrie, Ont.	Construction of 50 new veterans' rental housing.	V. Beauchamp, Penetang, Ont.	150,690 00	July 20, 1949
Brantford, Ont.	Construction of 50 new veterans' rental housing.	R. F. Booth, Construction, Niagara Falls, Ont.	218,330 10	June 8, 1949
Quawbe, Ont.	Construction of 23 new veterans' rental housing.	E. R. Tremblay, Avimer East, Quebec	89,565 00	Aug. 9, 1949
Parry Sound, Ont.	Placing foundations under basements and building woodsheds.	J. J. Sabourin, Niagara Falls, Ont.	28,918 60	May 27, 1949
Peterborough, Ont.	Construction of 100 new veterans' rental housing.	E. Reynold & Son, Peterborough, Ont.	319,850 00	July 20, 1949
Rockcliffe, Ont.	Construction of 200 new houses, D.N.D. non-urban permanent married quarters or Air Force.	Hill, Clark Francis Ltd., New Liskeard, Ont.	783,736 00	May 27, 1949
Sault St. Marie, Ont.	Placing foundations under basement and building woodsheds.	T. Marson & Co., Sault St. Marie, Ont.	78,920 00	May 27, 1949
Trenton, Ont.	Construction of 250 new houses, D.N.D. non-urban permanent married quarters for Air Force.	Russell Construction Co. Ltd., Toronto, Ont.	919,075 00	May 27, 1949
Rivers, Man.	Construction of 100 new houses D.N.D. non-urban permanent married quarters for Air Force and Army.	Shoquist Construction Ltd., Saskatoon, Sask.	347,336 00	June 29, 1949
Shilo, Man.	Construction of 300 new houses D.N.D. non-urban permanent married quarters for Army.	Bird Construction Co. Ltd., Winnipeg, Man.	1,145,810 00	June 29, 1949
Winnipeg, Man.	Construction of 120 new veterans' rental houses.	Bird Construction Co. Ltd., Winnipeg, Man.	406,269 00	July 8, 1949
Winnipeg, Man.	Construction of 191 new veterans' rental houses.	Bird Construction Co. Ltd., Winnipeg, Man.	645,891 00	July 8, 1949
Winnipeg, Man.	Reinsulating 138 veterans rental houses.	C. A. Killer & Sons Ltd., Winnipeg, Man.	28,219 55	July 27, 1949
Winnipeg, Man.	Construction of 85 new houses D.N.D. non-urban permanent married quarters for Air Force, Stephenson's Field (air).	Bird Construction Co. Ltd., Winnipeg, Man.	392,774 00	Aug. 2, 1949
Regina, Sask.	Construction of 152 new D.N.D. urban veterans' houses armed forces only personnel.	Shoquist Construction Ltd., Saskatoon, Sask.	455,138 00	July 19, 1949
Calgary, Alta.	Construction of 50 new houses D.N.D. non-urban permanent married quarters for Air Force, Currie Field (air).	Bird Construction Co. Ltd., Calgary, Alta.	165,489 04	Aug. 11, 1949
Calgary, Alta.	Construction of 250 new houses, D.N.D. non-urban permanent married quarters for Army, Currie Barracks.	Bird Construction Co. Ltd., Calgary, Alta.	855,988 58	Aug. 29, 1949
Edmonton, Alta.	Construction of 184 new veterans' rental houses.	Bennett & White of Edmonton, Edmonton, Alta.	630,374 00	June 15, 1949

Nanau, Alta.....	Construction of 100 new houses D.N.D. non-urban permanent married quarters for Air Force.....	Bennett & White of Edmonton Ltd., Edmonton, Alta.....	425,313 00	June 29, 1949
Ponoka, Alta.....	Construction of 25 new veterans' rental houses.....	Shoquist Construction (Western) Ltd., Calgary, Alta.....	87,233 50	July 19, 1949
Red Deer, Alta.....	Construction of 60 new veterans' rental houses.....	Shoquist Construction (Western) Ltd., Calgary, Alta.....	172,954 00	July 8, 1949
Esquimalt, B.C.....	Clearing of approximately 80 acres of land for the Navy—Esquimalt-Belmont Project—houses.....	John D. Kussinger, Jr. Victoria, B.C.....	50,125 00	July 14, 1949
Esquimalt, B.C.....	Construction of 20 new houses D.N.D. non-urban permanent married quarters for the Navy, Nanaimo Dockyard.....	J. A. Pollard Construction Victoria, B.C.....	157,132 77	June 24, 1949
Vancouver, B.C.....	Construction of 68 veterans' rental houses (for review).....	Pyrke & White Construction Co. Ltd., Vancouver, B.C.....	334,152 03	Aug. 15, 1949
St. John's, Nfld.....	Construction of 8 prefabs for D.N.D. urban veterans' rental houses for armed forces' personnel only.....	Horwood Lumber Co., St. John's, Nfld.....	32,800 00	July 14, 1949
St. John's, Nfld.....	Construction of 22 new houses, D.N.D. non-urban permanent married quarters for Navy (Kennis' Hill).....	S. J. Clarke, St. John's, Nfld.....	60,432 00	July 14, 1949
Department of Mines and Resources				
Yoho National Park, B.C.....	Replacement of the present floor system on the existing steel bridge over the Kicking Horse River and the replacement of the existing common timber bridge over the Sherbrooke Creek with a multiple Arch culvert pipe.....	Standard Gravel & Surfacing Co. Ltd., Calgary, Alta.....	\$ 26,000 00	Aug. 19, 1949
National Harbours Board				
Montreal Harbour, P.Q.....	Installation of safety devices on passenger hoists at the Board's Grain Elevators.....	Canadian Elevator Repair Co., Montreal, P.Q.....	16,127 00	July 12, 1949
Vancouver Harbour, B.C.....	Renewal of Dolphins, No. 3 Jetty.....	W. Greenlees, Vancouver, B.C.....	3,724 00	July 6, 1949
Department of Public Works				
Baddeck, N.S.....	Wharf reconstruction.....	T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S.....	48,231 80	Feb. 8, 1949
Lunenburg, N.S.....	Breakwater reconstruction.....	T. C. Gorman (Nova Scotia) Ltd., Halifax, N.S.....	36,496 00	March 25, 1949
North Sydney, N.S.....	Installation of new heating system, Public Building.....	Clark's Plumbing & Heating, Glace Bay, N.S.....	8,994 00	Aug. 9, 1949
Anse au Griffon, P.Q.....	Reconstruction of jetties.....	James S. Watt, Little River West, P.Q.....	30,931 40	June 17, 1949
Grandes Bergeronnes (Pointe à John), P.Q.....	Construction of a wharf extension.....	Alphonse Montminy, Montmagny, P.Q.....	39,759 00	May 26, 1949
Masson, P.Q.....	Construction of a Public Building.....	H. Dagenais, Ottawa, Ont.....	73,330 00	July 13, 1949
Matane, P.Q.....	Wharf reconstruction.....	North Shore Construction Co., Ltd., Montreal, P.Q.....	559,939 50	April 25, 1949
Méchin, P.Q.....	Construction of a wharf extension.....	Gulf Maritime Co., Ltd., Matane, P.Q.....	448,456 68	May 13, 1949
Montmagny, P.Q.....	Construction of a Public Building.....	J. Lambert, Quebec, P.Q.....	212,738 00	July 22, 1949
Montreal, P.Q.....	Erection of structural steel for addition and alterations to Postal Terminal.....	Dominion Bridge Co. Ltd., Lachine, P.Q.....	502,000 00	April 26, 1949
Newport (l'Anse à Blondel), P.Q.....	Construction of a breakwater.....	James S. Watt, Little River West, P.Q.....	35,685 00	June 15, 1949
Petit Gaspé, P.Q.....	Wharf extension.....	J. A. Plourde & J. Ouellette, Rivière au Renard, P.Q.....	24,671 00	June 17, 1949
Petite Rivière Est, P.Q.....	Harbour improvements.....	James S. Watt, Little River West, P.Q.....	27,106 89	June 20, 1949
Ste. Anne de Bellevue, P.Q.....	Installation of new boilers, Veterans' Hospital.....	John Inglis Co. Ltd., Toronto, Ont.....	60,991 00	May 19, 1949
Amethyst Harbour, Ont.....	Construction of a wharf.....	Thunder Bay Harbour Improvements, Ltd., Port Arthur, Ont.....	8,488 00	May 19, 1949
Charlton, Ont.....	Construction of a wharf.....	Thomas McDonald, Kirkland Lake, Ont.....	5,371 50	June 17, 1949
Dawson's Point (New Liskeard), Ont.....	Construction of a wharf.....	John O'Hare, Kirkland Lake, Ont.....	6,533 00	June 29, 1949
Mon's Head, Ont.....	Wharf repairs.....	R. A. Blyth, Toronto, Ont.....	16,158 00	May 13, 1949
Middleport, Ont.....	Breakwater replacement.....	J. D. MacMillan, Beardmore, Ont.....	17,835 25	May 13, 1949
Ottawa, Ont.....	Wharf enlargement.....	R. A. Blyth, Toronto, Ont.....	21,443 50	June 17, 1949
Ottawa, Ont.....	Improved lighting, 2nd and 4th floors, Connaught Building.....	Fred A. Wilson Contracting Co. Ltd., Ottawa, Ont.....	10,176 00	April 5, 1949
Ottawa, Ont.....	Alterations to Rideau Military Hospital for National Research Council.....	J. E. Copeland Co. Ltd., Ottawa, Ont.....	74,327 00	June 4, 1949
Ottawa, Ont.....	Construction of stand-by power unit at the National Defence Headquarters, Cartier Square.....	H. Dagenais, Ottawa, Ont.....	5,200 00	July 14, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING AUGUST

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works—Con.				
Ottawa, Ont.....	Erection of bookstacks, patent and copyright library, Canadian Building.	Parkdale Manufacturing Co., Ottawa, Ont.	9,859 20	July 24, 1949
Ottawa, Ont.....	Repairs and alterations to the plumbing system, Centre Block, Parliament Buildings.	W. G. Edge Ltd., Ottawa, Ont.	10,158 00	Aug 9, 1949
Port Arthur, Ont.....	Breakwater repairs.	Canadian Dredge & Dock Co. Ltd., Toronto, Ont.	103,750 00	May 19, 1949
Port Matland, Ont.....	Repairs to harbour works.	Berningham Construction, Hamilton, Ont.	22,445 00	May 13, 1949
Salmon Point, Ont.....	Construction of a freshwater extension.	Lightfoot Bros. Construction Co., Picton, Ont.	20,494 05	May 21, 1949
Sault Ste. Marie, Ont.....	Cutting oil of a 40-foot width from the public wharf, also dredging of a wharf.	L. R. Brown & Co. Ltd.	18,435 00	May 21, 1949*
Sioux Narrows, Ont.....	Construction of a wharf.	Hacquoils, Fort William, Ont.	6,192 50	June 13, 1949
Stella (Amherst Island), Ont.....	Wharf enlargement.	Lloyd Engineering Ltd., Prescott, Ont.	11,300 00	June 20, 1949
Stokes Bay, Ont.....	Wharf repairs.	McNamara Construction Co. Ltd., Toronto, Ont.	20,500 00	June 1, 1949
Tobemroy, Ont.....	Construction of Warehouse and lighting on wharf.	McNamara Construction Co. Ltd., Toronto, Ont.	13,200 00	May 28, 1949
Wallaceburg, Ont.....	Extension to wharf and warehouse.	Sterling Construction Co. Ltd., Windsor, Ont.	31,593 00	April 23, 1949
Wauvoos, Ont.....	Construction of wharves (Wauvoos Island).	R. A. Blyth, Toronto, Ont.	19,078 00	June 14, 1949
Welland, Ont.....	Additions and alterations, Dominion Public Building.	R. Timms Construction & Engineering Ltd., Welland, Ont.	299,000 00	June 21, 1949
Winnipeg, Man.....	Wharf repairs.	McNamara Construction Co. Ltd., Toronto, Ont.	8,100 00	May 30, 1949
Elm Fen, Man.....	Erection of a Public Building.	P. W. Graham & Sons Ltd., Fawcett, Sask.	221,249 00	July 18, 1949
Lac du Bonnet, Man.....	Wharf reconstruction.	Wm. Newman Co. Ltd., St. Boniface, Man.	23,953 50	June 10, 1949
Cowan Dam, Sask.....	Reconstruction of the dam.	Bird Construction Co., Ltd., Regina, Sask.	63,723 00	May 13, 1949
Alert Bay, B.C.....	Alterations for government telegraph and telephone services.	Tage Westerlund, Alert Bay, B.C.	9,200 00	June 7, 1949
Lyall Harbour, B.C.....	Customs Building.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	11,982 00	May 28, 1949
New Westminster, B.C.....	Repairs to the protection pier of the Railway Bridge.	James McDonald Construction Co. Ltd., Victoria, B.C.	37,940 00	Jan. 11, 1949
Owen Bay, B.C.....	Post Office float renewals and fisherman's float renewals.	Pacific Pile Driving Co. Ltd., Victoria, B.C.	6,246 50	June 3, 1949
Port Clements, B.C.....	Wharf repairs.	A. T. Holland & H. B. Phillips, Masset, B.C.	42,912 00	May 13, 1949
Saug Cove, B.C.....	Construction of floats, Bowen Island.	West Coast Salvage & Contracting Co. Ltd., Vancouver, B.C.	7,457 00	June 3, 1949
Tofino, B.C.....	Harbour repairs and improvements (approach and floats).	R. J. Dunlop & Co., Ltd., Vancouver, B.C.	8,220 80	June 27, 1949
Uchelet West, B.C.....	Armitage Point.	Victoria Pile Driving Co. Ltd., Victoria, B.C.	12,981 50	June 1, 1949
Carsquet, N.B.....	Breakwater improvements.	J. P. Porter Co., Ltd., Montreal, P.Q.	9,400 00	June 1, 1949
Hudson, P.Q.....	Dredging.	Theodore Robidoux, Yamaska Est., P.Q.	10,687 05	June 1, 1949
Riviere des Mille-Iles, P.Q.....	Dredging.	Dolomier Construction Ltd., Montreal, P.Q.	20,325 00	June 1, 1949
St. Omer, P.Q.....	Dredging.	Restigouche Dredging Co. Ltd., Cross Point, P.Q.	14,355 00	June 1, 1949
Sorel, P.Q.....	Dredging.	Marine Industries Ltd., Montreal, P.Q.	62,270 00	June 1, 1949
Cobourg, Ont.....	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	20,355 70	June 1, 1949
Hamilton, Ont.....	Dredging.	J. P. Porter Co., Ltd., Montreal, P.Q.	15,180 00	June 1, 1949
Jersey River, Ont.....	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	15,180 00	June 1, 1949
Pefferlaw River, Ont.....	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	7,000 00	June 1, 1949
Department of Transport				
Fort Point, N.S.....	Construction of concrete retaining wall.	Rowney Contractors Ltd., Yarmouth, N.S.	\$ 9,749 73	May 4, 1949
Megantic, P.Q.....	Construction of two dwellings and 2-car garage.	Williams Construction Co. Ltd., Sherbrooke, P.Q.	25,816 35	May 2, 1949
Mont Joli, P.Q.....	Additional airport development.	Armstrong Bros. Construction, Brampton, Ont.	425 911 00	June 21, 1949
Montreal, P.Q.....	Construction of tunnel under Lachine Canal at St. Remi St.	Atlas Construction Co. Ltd., Westmount, P.Q.	2,408 557 00	May 26, 1949
Windsor, Ont.....	Construction of concrete parking area and turning end.	W. S. Fullerton Construction Co., Windsor, Ont.	52,015 00	June 8, 1949
Lac La Biche, Alta.....	Construction of equipment building and staff dwelling.	Alberta Construction Co., Edmonton, Alta.	60,075 00	May 4, 1949

* The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in Nova Scotia and Prince Edward Island in 1949

Higher workmen's compensation benefits and changes in the Trade Union Act with regard to representation votes are noted in Nova Scotia.

Prince Edward Island has enacted legislation providing for the payment of workmen's compensation and mothers' allowances. Provisions of the Trade Union Act requiring all trade unions to be licensed by the Provincial Secretary and the documents filed by trade unions to include a statement that the union is autonomous were repealed.

NOVA SCOTIA

At the 1949 session of the Nova Scotia Legislature which opened on March 9 and was prorogued on April 14, amendments were made in the laws dealing with workmen's compensation, trade unions, coal and metal mines, apprenticeship and mothers' allowances. A new steam boilers Act was passed. The Labour Act, which gives preference in employment to residents of the province, was again renewed.

Workmen's Compensation

By amendments to the Nova Scotia Workmen's Compensation Act, effective from May 1, 1949, benefits to dependent children under 16 in fatal cases have been increased by \$2.50 a month, as have minimum weekly payments to workmen in cases of total permanent disability. The maximum average earnings on which compensation is reckoned were raised from \$2,000 to \$2,500, the maximum amount taken into account in all provinces except Ontario and Saskatchewan where it is \$3,000.

When a worker dies as a result of an accident, a widow or invalid widower receives a lump sum of \$100 and \$50 a month thereafter. The amendment increases the monthly payment for each dependent child under 16 from \$10 to \$12.50, and provides that the total benefit paid to consort and children must not exceed \$100 a month (formerly \$90). Instead of the former \$20 payment, orphan children under 16 are now to receive \$22.50 a month each, with a maximum of \$90, instead of \$80.

Where the workman is totally and permanently disabled, the weekly compensation paid during his life-time is, as before, $\frac{2}{3}$ of his earnings, but the minimum amount payable has been raised from \$12.50 to \$15.

In cases of permanent partial disability, the Act provides that the compensation to be paid is $\frac{2}{3}$ of the difference in the workman's earnings before and after the accident. An amendment provides that when the impairment of earning capacity is judged by the Board to be 25 per cent or more, the average earnings of the workman are to be taken as not less than \$18.75 per week.

Benefits in cases of temporary total and temporary partial disability remain unchanged, namely, $\frac{2}{3}$ of earnings in the case of total disability and $\frac{2}{3}$ of the difference in earnings before and after the accident in the case of partial disability, but only for as long as disability lasts. As before, lump sum payments may be made by the Board if impairment of the workman's earning capacity does not exceed 10 per cent.

Trade Unions

Several important changes were made in the Trade Union Act.

When a vote is taken, under the direction of the Labour Relations Board, to determine whether a trade union shall represent a unit of employees for bargaining purposes, the Board must be satisfied that not less than 60 per cent of the employees have voted and that a majority of the votes cast is in favour of the trade union. Heretofore, upon such a vote, a majority of all the employees in the unit was required before certification would be granted.

A further amendment, made necessary by the above provision, provides that the Board may examine records or make inquiries to determine whether a majority of the employees in a unit *who have voted* has selected a trade union to be their bargaining agent.

The Board may now revoke the certification of a trade union which has been in effect at least 10 months, on an application for revocation of such certification, or on an application by another union for certification as bargaining agent for the same unit, if the Board considers that the trade union no longer represents a majority of the employees in the unit. Formerly, there was provision for revocation of certification by the Board but only on its own initiative.

Power is given to the Board to make regulations prescribing the evidence that will constitute proof that a person is a member in good standing of a trade union.

"Trade union" was re-defined to require a union to have a written constitution, rules or by-laws setting forth its purposes and defining the conditions under which persons may be admitted or continued as members. This requirement is not new. The Act, as enacted in 1947, required a trade union to furnish the Minister of Labour with certain returns, including a copy of its constitution, rules and by-laws.

The Act now contains separate provisions for certified and uncertified unions in connection with votes for the check-off. The Act requires an employer to deduct union dues, if, on a vote taken upon application of union officers and under the Minister's direction, a majority of the employees of the employer vote in favour of it. He is now required to institute the check-off when a majority of "eligible" voters vote in favour of it. In the case of a union which has been certified as bargaining agent, eligible voters are defined as trade union members in the unit for which the union is certified, and in the case of an uncertified union, as trade union members in a unit which the Minister has designated as the appropriate unit for the vote. Formerly, all the employees in the unit were permitted to vote. Under the new amendment, only members of the trade unions may vote. The authority given to the Minister to define the bargaining unit in the case of an uncertified union is new.

Another amendment authorizes the payment of remuneration and travelling expenses to all members of a Conciliation Board, rather than to the Chairman only. Such remuneration and allowances are now to be fixed by the Minister, rather than by the Governor in Council.

Steam Boilers and Pressure Vessels

A new Steam Boiler and Pressure Vessel Inspection Act which covers pressure vessels as well as steam boilers replaces the Steam Boiler Inspection Act (L.G., 1941, p. 649).

Except for its wider application and a few minor changes, the new Act is similar to the former one.

All unfired pressure vessels having an internal or external pressure in excess of 15 pounds per square inch with an inside diameter of more than six inches are now covered. Pressure vessels exempted from the Act are: those containing water under pressure for domestic supply, including those containing air, the compression of which serves only as a cushion, or in air lift systems; those under the jurisdiction of any department of the Dominion Government; those on locomotives and vehicles used for carrying passengers or freight; and those containing flammable liquids or gases at over 300 degrees Fahrenheit.

Hot water boilers used for domestic purposes or used solely for heating purposes of which the water pressure is not more than 30 pounds to the square inch are added to the list of boilers excluded from the application of the Act.

The penalties for violation of the Act or regulations have been raised to a maximum of \$200 and, in default of payment, two months' imprisonment for a first offence and a maximum of \$500 or imprisonment up to six months for every subsequent violation. Formerly, these penalties were \$100 and \$200, respectively.

Apprenticeship

An amendment to the Apprenticeship Act increased from 2,000 to 4,000 hours the minimum time for which an apprenticeship contract may be made.

In the absence or incapacity of the Director of Apprenticeship, the Minister of Labour may designate a person to perform the Director's duties. Inspectors are no longer provided for in the Act.

Provision is made for the payment of remuneration to the members of the Provincial Apprenticeship Committee as well as for payment of their expenses, as formerly.

The Apprenticeship Act and regulations provide for the issuance of certificates of apprenticeship to persons who have completed the required period of apprenticeship, and also for certificates of qualification to persons who demonstrate on taking a trade test that they possess the skill of a journeyman in the trade.

The section dealing with the scope of the regulations was re-written and amplified. Under the new section the Governor in Council is empowered to make regulations providing for the issuance of duplicate certificates of apprenticeship, the issuance of renewal or duplicate certificates of qualification, for the cancellation, or suspension of

certificates and for the payment of a prescribed fee for such certificates. Regulations may also provide for the issuance, without examination, of certificates of qualification to holders of certificates of apprenticeship, prescribe the terms and conditions upon which certificates of qualification may be issued to persons engaged in a designated trade, and require the holder of a certificate of qualification to keep it posted in the shop where he works or to carry it upon his person.

Employment of Non-Residents

The Nova Scotia Labour Act, first passed in 1933, and renewed annually, is to be in effect until May 1, 1950.

The purpose of the Act is to give preference in provincial jobs to Nova Scotia employees. No person or corporation employing 25 or more persons may hire a worker who has not resided in the Province for at least a year, unless the worker produces a certificate from the Government employment agent or clerk of the city, town or municipality where he is to be employed stating that there are no unemployed residents available who could or would do the work. A fine of not more than \$500 may be imposed for violation of the Act.

Coal Mines

Two new sections added to the Coal Mines Regulation Act similar to provisions of mining acts of other provinces relate to safety in hoisting operations. One of these requires every hoisting rope used on an engine for raising and lowering persons in coal mines to be tested every three months. A section not less than six feet long must be cut off the lower end of the rope, fastened at the ends with binding wire and sent to a reliable testing laboratory for a break test. The certificate of such test must be kept on file, a copy sent to the Chief Inspector of Mines and a summary recorded in the rope record book.

Further, every engine must be equipped to the satisfaction of the Inspector with an overwind device capable of engaging the shaft conveyance at a point in the head frame so as to cut off the supply of power in case of overwind past that point and thus permit mechanically operated brakes to come into operation, or the engine must be equipped with an alternative device to prevent an overwind. Such device must be tested daily by the operator.

Metal Mines

The provisions of the Metalliferous Mines and Quarries Regulation Act, 1937, were revised as regards the reporting of accidents,

and new provisions were inserted in the Act similar to those contained in the Coal Mines Regulation Act providing for the appointment of Special Examiners to inquire into fatal accidents.

Notice of an accident causing loss of life or serious bodily injury must be sent immediately by telegram by the owner, agent or manager to the Deputy Minister of Mines, and a further report in the form set out in a schedule to the Act must be made as soon as possible thereafter. Written notice of a death by accident must be sent to the Deputy Minister within 24 hours after the owner, agent or manager hears of the death.

The place where a fatal accident has occurred must be fenced off and, except for the purpose of saving life or relieving human suffering, must be left undisturbed until the Inspector has made an investigation. If the Inspector cannot make an immediate investigation, he may permit wreckage to be removed and the work of the mine proceeded with if photographs or drawings showing details of the scene of the accident have been made before such moving.

The majority of workmen at a mine may appoint a committee to examine the scene of an accident.

Whether or not loss of life or personal injury results, an accident involving the hoist or hoisting apparatus, an inrush of water, an outbreak of fire, a premature or unexpected explosion, asphyxiation, inflammable gas in the mine workings or any unexpected and non-controlled caving of mine workings must be reported to the Deputy Minister within 24 hours. Failure to give the required notice is an infraction of the Act.

Provision is made for the appointment by the Governor in Council of competent persons to be called "Special Examiners" to make inquiry and report to the Minister concerning fatal accidents. Special Examiners hold office during pleasure and are given the powers and privileges of commissioners under the Public Inquiries Act, of the Inspector or of a coroner.

The Inspector, Deputy Inspector or a person appointed by the workmen at the mine at which the accident occurred are permitted to examine witnesses at an inquiry, subject to the order of the Special Examiner.

If the Special Examiner believes or suspects that an accident has resulted from culpable negligence he may transmit a copy of his report to the Clerk of the Crown for the county in which the accident occurred and to the Attorney-General, with a notice stating that in his opinion a further inquiry should be held.

Mothers' Allowances

By an amendment to the Mothers' Allowances Act a mother of one or more children under 16 is now eligible for an allowance if she is a widow or has a husband who is permanently disabled and unable to support his family. In making provision for the payment of an allowance to the mother of one child when other provisions of the Act are complied with, the Nova Scotia Act is in line with the Mothers' Allowances Acts of other provinces. Allowances are also payable towards the maintenance of one or more children under 16 whose parents are dead or permanently disabled and who are being cared for by a suitable foster-mother. "A person in whose charge the children are" is eligible for an allowance on the same conditions as an actual mother. The maximum allowance payable remains \$80 a month.

Previously, a mother of one child was eligible for an allowance only if she was incapacitated, if she had residing with her a child over 16 incapable of maintaining himself, if she had residing with her a husband permanently disabled, or if the welfare of the child required it.

Changes with respect to residence qualifications stipulate that in the case of a child in the care of a person other than its mother, the mother must have resided in Nova Scotia for the three years immediately before her death or from the time of her marriage to her death, whichever was shorter. The husband of a mother receiving an allowance must have been a resident of Nova Scotia at the time of his death or disablement. Formerly, a father was required to have resided in Nova Scotia for three years before his death or disablement.

A new clause permits the Director of Child Welfare to make regulations providing for the payment of supplementary allowances covering all or part of the cost of medical services rendered to children receiving allowances, and also to the mother and father of such children.

The definition of "child" under the Act was broadened to include step-child as well as lawful child and adopted child, as formerly.

Education

The Education Act, as amended, provides that a child who resides in one school section but is enrolled in a school in another section is subject to the age limit for school attendance which is in force in the section in which the child is enrolled. The existing statutory school-leaving ages are 16 in urban school sections and 14 in rural or village school sections. In the

latter case, however, the school-leaving age may be fixed at 15 or 16 by majority vote of the ratepayers of the district.

The maximum grant paid from the Provincial Treasury towards the provision of equipment for each new department for the teaching of Mechanic or Domestic Science has been raised from \$500 to \$1,000.

An amendment to the Vocational Education Act, retrospective to February 1, 1947, provides authority for the Governor in Council to enter into agreements with municipalities, and municipalities to enter into agreements with the Provincial Government or other municipalities for the purpose of acquiring, constructing, equipping, maintaining and operating vocational schools at the joint expense of both parties to the agreement.

PRINCE EDWARD ISLAND

The Prince Edward Island Legislature which met on February 22 and was prorogued on March 25 passed a Workmen's Compensation Act. With the enactment of this Act, all Canadian provinces have workmen's compensation legislation. Also enacted was a Mothers' Allowances Act. Three controversial sections added to the Trade Union Act in 1948 were repealed. The trade of garage mechanic was brought under the Apprenticeship Act.

Workmen's Compensation

A new Workmen's Compensation Act was passed, modelled closely on the Nova Scotia Act and following along the general lines of the compensation Acts of other provinces. Like the laws in all provinces except Newfoundland, which has an individual liability system, it establishes for the majority of industries a system of collective insurance in a provincial Accident Fund administered by a Workmen's Compensation Board to which employers are required to contribute at a rate determined by the Board in accordance with the hazards of the industry.

Previously, the only workers in Prince Edward Island covered by workmen's compensation were those employed on Dominion Government railways. These workers are eligible for compensation under the Dominion Government Employees' Compensation Act.

The Act provides that, in the industries to which Part I, which is the main part of the Act, applies, compensation is payable out of the Accident Fund to a workman or his dependants for accidents arising out of and in the course of employment, and for certain industrial diseases set out

in a schedule. The only exceptions are: (1) where the disability lasts less than seven days; or (2) where the injury is attributable to the serious and wilful misconduct of the workman and does not result in death or serious and permanent disablement.

It is provided, however, that where a permanent partial disability results from an accident, the Board may pay compensation even if the workman is not disabled for seven days from earning full wages at the work at which he was employed, and the amount of compensation is left to the discretion of the Board. Disability lasting longer than seven days is compensable from the first day.

"Accident" is defined to include a wilful and intentional act not being the act of the workman and a fortuitous event occasioned by a physical or natural cause. As in Nova Scotia, compensation is payable for injury by lightning.

A workman in an industry to which Part I applies has no right of action against his employer for injury from an accident during employment.

Application

Part I applies to employers and workmen in manufacturing, lumbering, quarrying, excavation, road construction, drilling with diamond drills, canning, printing, building, construction, plumbing, heating and electrical installation, engineering, transportation, navigation, stevedoring, teaming, horse shoeing, scavenging, street cleaning, stone dressing, marble works or monument business, handling of hides, painting, decorating, renovating, dyeing and cleaning, the operation of any railway, telegraph, cable or telephone system, electric light or power plant or system, water works, sewers, laundries, hotels, theatres, packing houses, lumber yards, coal yards, refrigerating or cold storage plant, garages, wholesale and retail stores, bakeries, warehouses, boats, ships, tugs, ferries, any public utility, and any occupation incidental to or immediately connected with any of the above industries.

The industry of fishing is not covered. Under Part III of the Nova Scotia Act, compensation is payable by employers who must insure fishing industry risks with private insurance companies.

Excluded from Part I are farm labourers or domestic servants, outworkers, casual workers who are employed otherwise than for the purposes of the employer's business, municipal firemen and policemen, and members of the employer's family who reside with him.

Power is given to the Board to include, on the application of the employer, and on terms and conditions imposed by the Board, industries or workmen not within the scope of Part I. The Board may also by regulation exclude from the scope of Part I any industry in which not more than a stated number of workmen are employed. An industry so excluded may be readmitted by the Board.

Provision is made for the bringing of an action in cases where a workman is entitled to bring an action against some person other than his employer. If the workman is entitled to compensation, he may claim such compensation or may bring an action. If the amount recovered under such action is less than the amount of compensation payable under the Act, the workman is entitled to compensation to the extent of the difference.

Any agreement to waive or forgo the benefits of the Act is void. Deductions from the wages of workmen of any part of a sum which the employer is liable to pay into the Accident Fund are forbidden. Except with the approval of the Board, compensation is not assignable or liable to attachment.

Method of Obtaining Compensation

Where a workman or dependant is entitled to compensation, he must file with the Board an application, together with a certificate of the attending physician, and such other proofs of his claim as may be required.

Doctors attending cases of injury to workmen are required to furnish reports to the Board in respect of such injuries, and to give information and advice to enable the workman or his dependants to make application for compensation and to furnish such proofs as may be required by the Board.

Employers are required to notify the Board in writing within three days after the happening of an accident, giving particulars in regard to its nature, time of occurrence, name and address of the workman, place where the accident happened, name and address of the doctor in attendance, and any other information required by the Board. Employers are also obliged to make further reports where required.

Notice of Accidents

If compensation is to be payable, notice of the accident must be given to the employer as soon as practicable after it happens and before the workman has voluntarily left the employment in which he was injured, and the claim for compensation must be made within six months from the

happening of the accident, or in case of death within six months of death. Failure to give notice of the accident as soon as practicable or to make a claim within the prescribed time does not bar the right to compensation if the Board considers the employer was not prejudiced by the delay and that the claim is a just one. A penalty not exceeding \$50 or imprisonment for not more than 30 days in default of payment may be imposed on an employer who fails to report an accident within the three days prescribed by the Act.

Payment of Compensation

It is left to the Board to decide in what form and manner compensation may be paid. The Board may, in its discretion, either pay such compensation in a lump sum or in periodical payments. In any case where in the opinion of the Board it will conserve the Accident Fund to provide special medical treatment for a workman, the expense of such treatment or of an operation may be paid out of the Accident Fund.

Compensation payable to a person confined to an insane asylum, jail or prison must be withheld, provided that the Board may pay the whole or part of the compensation so withheld to dependants or to such persons as the Board deems best qualified to administer it.

The Board is given power to review and readjust any claim or decision where the circumstances require it.

If the workman was under 21 at the date of the accident and the review takes place more than six months afterwards, the Board is authorized to increase compensation payments, taking into consideration the fact that the workmen's wages would probably have increased under normal conditions.

The Board may withhold compensation or pay it direct to the dependants or to a trustee on their behalf when, in its opinion, the workman is likely to use the money in gambling or otherwise than for the benefit of his dependants.

The Board may require a workman applying for or receiving compensation to submit to a medical examination and in default of such requirements being complied with, may withhold payments. The Board may also require proof from time to time of the existence and condition of any dependants in receipt of compensation payments.

Scale of Compensation

Death Cases.—The Act provides, where the injury results in the death of the workman, for the payment of compensation in the following amounts: (a) not more than

\$100 for burial expenses; (b) a lump sum of \$100 and \$40 a month to the widow or invalid widower, and when there are children as well, an additional \$10 a month to each child under 16 years of age, with a maximum for widow and children of \$80 a month; (d) \$20 a month for each orphan child under 16, the total not to exceed \$80; and (e) for dependants other than consort and children, a sum determined by the Board to be reasonable and proportionate to the pecuniary loss sustained, but not exceeding \$30 a month to a parent or parents or \$45 a month in all. In respect of the latter dependants, payment is to continue as long as the Board considers the workman would have contributed to their support.

In case of death, compensation payable, exclusive of the amount allowed for burial expenses, may not be more than 66⅔ per cent of the workman's average earnings, and compensation payments in excess of this percentage must be reduced accordingly, except in the case of a widow or widower or children who receive the amounts noted above. This provision applies to the dependants of a workman who is fatally injured while in the employ of an incorporated company if (a) such workman was at the time of the accident an officer and shareholder of the company, or (b) if a majority of the shares of such company was owned at the time of the accident directly or indirectly by the workman and members of his family or by either.

Where there is no widow or the widow dies, monthly payments may be made to a suitable person who acts as foster mother to the dependent children on the same basis as if she were the widow of the deceased workman.

A dependent widow who re-marries is entitled to \$20 a month for 12 months or, at the discretion of the Board, an equivalent lump sum or sums. This provision does not apply to payments to a widow in respect of a child. Payments in respect of a child cease when the child reaches the age of 16 or dies. Exception is made, however, in cases where the Board considers it advisable to continue a child's education. In such case payments may be made up to the age of 18. Payments to invalid children are continued without regard to age so long as the Board considers the workman, had he lived, would have continued to contribute to their support.

Disability.—A workman who is totally disabled is entitled to receive for life a weekly payment equal to 66⅔ per cent of his average weekly earnings during the previous 12 months or for any lesser period during which he may have been employed.

In any case he is not to receive less than \$12.50 a week, or the amount of his earnings, if less than \$12.50.

Where a workman suffers a permanent partial disability, the benefit is a weekly payment for life of $66\frac{2}{3}$ per cent of the difference in his earnings before and after the accident. Where the disability is determined by the Board to be 25 per cent or more of earning capacity, the minimum payment is a corresponding amount of \$12.50 (the minimum payment in total disability) in proportion to the degree of partial incapacity.

Where impairment of earning capacity does not exceed 10 per cent, the Board may allow a lump sum instead of such weekly payments.

The Board is authorized to pay compensation to a workman who has suffered a permanent injury which the Board considers capable of impairing his earning capacity even though such earning capacity has not been diminished.

Temporary total or temporary partial disability is compensated at the same rate as permanent total and permanent partial disability, that is, $66\frac{2}{3}$ per cent of average earnings or $66\frac{2}{3}$ per cent of the difference in earnings, respectively, but in such case compensation is payable only so long as the disability lasts. The minimum payment is a corresponding amount of the minimum for permanent disability in proportion to the impairment of earning capacity.

In computing average earnings, \$2,500 a year is the maximum amount taken into account.

In fixing the amount of a weekly or monthly payment, regard must be had to any allowance or benefit which the workman may receive from his employer during his disability including any pension or gratuity provided wholly at the employer's expense, and where compensation is payable any sum thus deducted may be paid to the employer out of the Accident Fund.

Where, owing to the short period of employment by the employer or the casual nature of the employment or the terms of it, it is impracticable to compute the rate of remuneration, regard may be had to the average weekly or monthly amount which during the previous 12 months was earned by a workman engaged in the same class of work for the same employer or for another employer in the same locality. Where the workman works for two different employers, his average earnings are computed on the basis of what he would probably have been earning if he had worked solely for the employer for whom he was working at the time of the accident. Where the employer was accustomed to pay the

workman a sum covering any special expenses, this amount is not to be reckoned as part of the employee's earnings at the time of the accident. In any case where it seems more equitable the Board may award compensation on the basis of the workman's earnings at the time of the accident.

Medical Aid

In addition to compensation payments, the injured workman is entitled to "medical aid" which includes medical, surgical and dental aid, hospital and skilled nursing services and artificial members and any apparatus and the repairing and replacement of such members or apparatus. The Board may also provide, and repair or replace, in its discretion, dental appliances and apparatus, and spectacles broken as the result of an injury.

Medical aid is to be furnished by the Board and paid for out of the Accident Fund. It is given from the date of the accident.

The determination of all questions as to the necessity, character and sufficiency of medical aid is within the province of the Board as is the fixing of the fees for such aid which may not be more than the Board deems reasonable and proper. No account for medical aid is payable unless application for payment is made within six months after such aid has been rendered.

Contributions from the workmen towards the expense of medical aid are forbidden. An employer contravening this provision is liable to a maximum penalty of \$50 and upon the order of the Board may also be liable to reimburse the workman to the amount of three times the sum collected or retained.

An employer who makes or has made an arrangement for furnishing medical aid to his workmen in lieu of the medical aid provided for in the Act may continue the scheme if it is approved by the Board. If such a plan is approved, the employer may be entitled to a reduction in his assessment rate. Employers may be required by the Board to maintain first aid appliances and service as the Board may direct.

An employer must, at his own expense, as soon as reasonably possible after an accident, obtain the necessary medical aid or convey the workman to a place where he may receive such aid. If he does not do so, any other person may obtain such aid or convey the workman to another place for treatment, and if the employer fails to pay the reasonable charges, the Board may pay them and recover double the amount from the employer.

The sections of the Act authorizing the Board to provide medical aid do not apply to any master, mate, engineer, seaman or any workman employed on board vessels during the period for which duty is payable to the Sick Mariners' Fund under the Canada Shipping Act, or during the time when the workman is entitled to medical and surgical treatment under the Canada Shipping Act.

The Board may take any measures necessary for the rehabilitation of injured workmen, for which purpose a sum not exceeding \$5,000 a year may be paid from the Accident Fund.

Industrial Diseases

The provisions regarding industrial diseases for which workmen may claim compensation follow very closely those of the New Brunswick Workmen's Compensation Act.

The Act provides that, when a workman suffers from an industrial disease contracted after such disease was declared an industrial disease and is thereby disabled from earning full wages at the work at which he was employed, or where death is caused by such disease and the disease is due to the employment in which he was engaged at any time within 12 months previous to the date of disablement, whether under one or more employments, the workman or his dependants are entitled to compensation as if the disease were a personal injury by accident. Compensation is not to be paid, however, if the workman at the time of entering the employment had wilfully and falsely represented himself as not having previously suffered from the disease.

Except where the Board is satisfied that the disease is due to employment within the Province, no compensation is payable.

As under the New Brunswick Act, the Board may require a workman in any employment to have a medical examination to determine whether he has an industrial disease and, if so, the progress of the disease. If he refuses or fails to be examined, the employer may not continue to employ him, subject to a maximum fine of \$50. The Board may by action recover from an employer all or any part of the costs of such medical examination.

The diseases which are compensated under the Prince Edward Island Act are anthrax; poisoning by lead, arsenic, mercury, phosphorus, sulphur, and ammonia, and their sequelae; carbon bisulphide; frost-bite; dermatitis venenata; epitheliomatous cancer or ulceration of the skin due to tar, pitch, bitumen, mineral oil or paraffin; conjunctivitis and retinitis, due to electro- and

oxy-welding and cutting; and silicosis caused by any process involving the inhalation of silica dust.

Accidents Occurring Outside the Province

The Act makes provision for compensation to workmen who are injured while outside the Province.

Where an accident happens to a workman while he is employed out of the Province for some purpose connected with his work in Prince Edward Island, he is eligible for compensation if his usual place of employment is in the Province and in an industry under the Act, if his employment out of the Province has lasted less than six months, and if the law of the place where the accident happens grants no compensation. If, however, the employer has not fully reported all the wages of the workman to the Board, he will, unless relieved by the Board, be personally liable for the full amount of compensation.

An industry carried on out of Prince Edward Island may be brought within the scope of Part I by certificate of the Board issued upon the application of the employer, and compensation is payable to a workman employed in such an industry.

Under this section, if the employer applies to have the industry admitted, officers and members of the crew of a ship registered in Prince Edward Island and operated by an employer residing or having a place of business in Prince Edward Island are within the scope of the Act while the ship is making voyages between Prince Edward Island and New Brunswick, Nova Scotia, or Newfoundland. Failure of the employer to pay the required assessment makes him personally liable for compensation.

Non-resident Workmen and Dependants

The Board may grant compensation to residents of another province, country or jurisdiction in respect of a workman killed or injured in Prince Edward Island if reciprocal benefit is given under the law of such place to residents of Prince Edward Island. The Board may reduce the compensation in such a case to that payable under the law of the country concerned. It is provided, further, that the Board may order compensation to be paid under the Act to persons resident in Canada in respect of death or injury as a result of an accident happening in Prince Edward Island on or after April 1, 1949.

Accident Fund

For the purpose of creating and maintaining the Accident Fund all industries within the scope of Part I are to be

divided into classes at the discretion of the Board. The Board may, by regulation, re-arrange such classes and transfer any industry to any other class.

The Board is empowered to levy upon and collect from the employers in each class by assessments rated according to payroll or otherwise as the Board may deem proper, sufficient funds to meet all claims for compensation payable during the succeeding year. The assessment for the year is first made provisionally upon the estimate of payroll and is adjusted upon the actual requirements and upon the actual payroll of each industry. Employers are required to keep records of names of workmen employed, date of first employment, rate of wages and certain other particulars. Penalties are provided for failure by an employer to keep adequate records or to produce them when required, to report his estimate of payroll to the Board, or for refusal or neglect to make returns or to pay any assessment. Any member or officer of the Board has the right to examine the books and accounts of an employer and to inspect his premises.

To assist in defraying administrative expenses, an annual grant not exceeding \$10,000 may be made to the Accident Fund out of the Provincial Treasury.

Accident Prevention

Employers under the Act may form an association for accident prevention and may make rules for that purpose. Such rules, if approved by the Board, are binding on all the employers in the class or group represented by the association, whether or not such employers are members of the association.

The Board may make a grant towards the expenses of any such association and may also pay the salary and expenses of an inspector or expert appointed by the association for the purpose of accident prevention.

Workmen's Compensation Board

The Workmen's Compensation Board consists of three members appointed by the Lieutenant-Governor in Council, one of these being Chairman and another Vice-Chairman. Commissioners hold office during good behaviour, but unless otherwise directed by the Lieutenant-Governor in Council, must retire at the age of 75.

The Board is given the same powers as the Supreme Court for compelling the attendance of witnesses and of examining them under oath, and for requiring the production of books, papers and documents.

The office of the Board is situated in Charlottetown where sittings are to be held

except where it is expedient to hold them elsewhere in the Province.

The Board is authorized to appoint a secretary, a chief medical officer, and other officers and employees, and, subject to the approval of the Lieutenant-Governor in Council, to fix their salaries. The term of office of such employees is subject to the pleasure of the Board.

The Board is to have jurisdiction to determine all compensation matters. Its decisions and findings on all questions of law and fact are final and conclusive except that an appeal may be made to the Supreme Court of the Province upon questions of law or jurisdiction but only with the permission of a judge of that Court. The Board may of its own motion state a case for the opinion of the Supreme Court upon any question which in the opinion of the Board is a question of law.

Questions such as whether an injury has arisen out of or in the course of an employment within the scope of the Act; the existence and degree of disability; the permanence of disability; the degree of diminution of earning capacity; the amount of average earnings; the existence of the relationship of a member of the family; the existence of dependency; the character of any employment, establishment, or department; and whether or not an employee in any industry is within the scope of the Act are deemed to be questions of fact.

On or before the first day of February in each year the Board is to make a report of its transactions during the year to the Minister of Industry and Natural Resources.

Part II

Part II of the Act covers industries not included in Part I. In such industries a worker has right of action against his employer for injury received in an accident caused by defective machinery or plant or by negligence on the part of the employer or of any persons employed by him. The fact that the worker continued in the employment with the knowledge of the defect or negligence is not a bar to the recovery of damages.

Workmen employed by a contractor or sub-contractor may bring action against the person for whom the work is done as if they had been employed by him, in cases where such person owns or supplies any machinery or plant which proves defective and the defect arises from the negligence of the person for whom the work is done. The contractor or sub-contractor is liable to an action but not so that double damages may be recoverable for the same injury.

Like Part I, Part II does not apply to farm labourers or domestic servants and employees.

Trade Unions

The section of the Trade Union Act which required all trade unions in Prince Edward Island to be autonomous and not affiliated with either national or international labour organizations was repealed by a 1949 amendment. The Act, as amended in 1948 (L.G., 1948, p. 895), required every trade union to certify that it "is autonomous, and that no action, deliberation, or decision of such trade union is directly or indirectly controlled or directed by any other person or group of persons, and that all the members of such trade union are employees within the meaning of the Act." The section is also struck out which defined "employee" so as to exclude non-residents of the Province.

A further section now deleted from the Act was that which required all unions to be licensed and which conferred discretionary power upon the Provincial Secretary to grant, cancel or revoke such licences.

A penalty section under which a fine up to \$100 or 30 days' imprisonment might be imposed on persons representing themselves to be members of, or purporting to act on behalf of, trade unions, except for the purpose of filing documents, during the time that the union did not have a licence is also struck out.

Apprenticeship

The Apprenticeship Act, 1944, was amended to include the trade of "garage mechanic" in the list of designated trades under the Act.

Mothers' Allowances

Payment of allowances from Provincial funds to assist needy mothers in supporting their children is provided for by the Mothers' Allowances Act which was passed at the recent session, to come into force on Proclamation. The Act, the first of its kind in the province, brings Prince Edward Island in line with other Canadian provinces in the field of such legislation.

Allowances are to be paid monthly towards the maintenance of each child under 16 whose mother is a widow or the wife of a man unable to support her

because he is totally and permanently disabled or because he is a patient in a Provincial Hospital.

A deserted wife is eligible for payment if her husband has deserted her at least two years before the date of application for the allowance and if he is not, as far as can be ascertained, in the Province or the owner of property in the Province.

An allowance is also payable to a foster-mother in respect of a child if both parents of the child are dead, disabled or patients in a Provincial Hospital. When the father or mother is discharged from the Provincial Hospital with a written recommendation by the Medical Superintendent of the hospital for further treatment at home, the allowance may be continued for such periods of treatment as may be certified by the superintendent.

Application for the allowance is to be made by the mother or foster-mother to the Director who administers the Act. Before the allowance may be granted, the Advisory Commission appointed by the Lieutenant-Governor in Council must be satisfied that the applicant is a suitable person to have the custody and care of the child, that there are insufficient means to maintain the child, and that the child is in the actual care of the applicant. The child must be a resident of the province and must have been so for three years or since birth, and a Canadian citizen or British subject or the child's mother must be a Canadian citizen, or, if dead, must have been a Canadian citizen at the time of her death or before her marriage. An Indian to whom the Indian Act applies is not eligible for an allowance.

No allowance is payable towards the care of a child over 16 but if the child reaches the age of 16 during the school year, the Director may continue the payments until the end of such year. An allowance may not be paid in respect of any child who is not regularly attending school.

The maximum allowance payable towards the care of dependent children is \$50 a month and the Director's decision as to the amount paid in each case is to be final and conclusive. The actual scale of allowances per child is fixed by Regulation of the Lieutenant-Governor in Council. Regulations setting out forms to be used under the Act, scale of allowances payable and property qualifications of applicants were summarized in the *LABOUR GAZETTE* for September, 1949, at p. 1128.

Recent Regulations Under Dominion and Provincial Legislation

New regulations for the Northwest Territories give effect to 1949 amendments to the Dominion Old Age Pensions Act. ¶In Alberta, the Board of Industrial Relations has revised a number of its minimum wage, hours of work and holidays with pay orders. These raise the minimum wage for women from \$18 to \$20 a week, reduce weekly hours of work in coal mines from 48 to 40, and fix the holiday with pay credit for all workers in the construction industry at 4 per cent of earnings. ¶The first Newfoundland Minimum Wage Order fixes minimum hourly rates for workers employed in omnibus services in St. John's.

DOMINION

Old Age Pensions Act

As a result of a 1949 amendment to the Old Age Pensions Act which increased the maximum basic pension from \$30 to \$40 a month, new regulations have been issued for the Northwest Territories authorizing the payment of pensions at the increased rate from May 1, 1949. As heretofore, the Dominion Government pays the entire cost of pensions to pensioners in the Northwest Territories.

These regulations, which were approved by P.C. 3421 of July 13 and gazetted September 14, provide that persons resident in the Northwest Territories who are entitled to receive a pension under the conditions specified in the Act and regulations may be paid a maximum pension of \$480 a year (formerly \$360). As under the former regulations, the pension will be reduced if the pensioner has other income in excess of a specified amount which varies according to marital status, whether the pensioner is blind or sighted, and other circumstances.

PROVINCIAL

Alberta Labour Act

Revised Orders of the Board of Industrial Relations fix higher minimum rates for all women workers in the Province and delivery or messenger boys, and establish a new minimum rate for part-time students.

Hours of work in coal mines were reduced from 48 to 40 a week. The same 40-hour limit is fixed for workers in foundries in the city of Calgary. Certain classes of workers in the lumbering industry and workers in geophysical and seismographical survey work are permitted exemptions from the 8- and 48-hour limits set by the Alberta Labour Act.

The holiday with pay credit for all workers in the construction industry is now 4 per cent of earnings. Previously, it was 2 per cent during a first year and 4 per cent in a subsequent year of employment.

The new Orders were approved by Order in Council on August 22, and gazetted September 15.

Minimum Wages

General Order for Women Workers

The revised Order for women workers (No. 2), effective October 1, raises from \$18 to \$20 the minimum rate for all employees governed by the Act, including those paid on a commission or piece-work basis, whose weekly working hours consist of 40 or more. Under the earlier Order, now rescinded (L.G., 1947, p. 844), a work "week" was defined as "the hours customarily worked by an employee on a full-time basis in the standard work-week established by practice" in the particular undertaking and in effect on June 30, 1946, or shorter hours established as a standard work-week by the employer or by an Order of the Board.

Excluded, as before, from the provisions of the Order are employees exempted by an Order of the Board; employees in any industry working under an Industrial Standards schedule fixing hours and wages; those engaged by contract approved by the Board at a stated weekly, monthly or yearly salary; and employees, except office workers, in hospitals and nursing homes. Workers in any industry working under a schedule of wages set out in a Code under the Department of Trade and Industry Act are no longer exempt as they were under the previous Order.

There is still a learning period of three months before the full minimum must be paid. The new rate for inexperienced workers is \$14 for the first month, \$16 for

the second, and \$18 for the third month instead of \$12, \$14.40 and \$16.80, as formerly.

Part-time rates for workers who work less than 40 hours in a week have been increased from 42 cents to 50 cents an hour and, as before, no employee may be paid for less than four hours when a day consists of four consecutive hours or less, a meal period of not more than one hour not being considered part of such period. As before, piece-workers must be paid not less than the minimum rates averaged over a period of not more than one month.

Other provisions of the Order with respect to deductions for meals or lodging, uniforms, breakages, public holidays and the proportion of inexperienced employees to the total number of employees, are unchanged.

Delivery or Messenger Boys and Part-time Students

A new Order (No. 8) increases the minimum rates payable to delivery or messenger boys and establishes a minimum rate for students working part time in any employment.

All rates are now set on an hourly basis. Under an earlier Order (No. 16, L.G., 1941, p. 555) governing only delivery or messenger boys, which is now rescinded, different rates were set depending on whether the boy was employed by the hour, day or week.

For delivery or messenger boys under 17 years employed full time, the minimum rate is 25 cents an hour; for those between 17 and 18, 30 cents an hour. An additional 50 cents a week must be paid if the employee provides his own bicycle.

Students employed part time in delivery or messenger work or in any other employment must be paid at least 40 cents an hour if they are under 17 years; 50 cents an hour if they are 17 or over.

Overtime for both classes of workers is to be paid for at the rate of time and one-half.

Delivery or messenger boys must be paid at the applicable minimum rate for at least four hours' work even if the period of employment is less than four hours. Similarly, students must be paid for at least two hours.

Lumbering Industry

Order 13 sets a minimum wage of 55 cents an hour for cooks, cookies, bull cooks, flunkies, barn bosses and night watchmen in the lumbering industry, logging and tie camps, highway construction camps, and day labourers' camps, operating in rural districts more than 10 miles from a city, or in towns or villages of less than 1,000 inhabitants. All workers governed by this Order are exempt from the hours of work

provisions of the Alberta Labour Act, that is, their hours need not be confined to eight and 48.

The maximum deductions permitted from wages for board and lodging are the same as those laid down in the general order for male workers, No. 1 (1947)—\$5 for 21 meals, 25 cents for a single meal, \$2 for a week's lodging and 25 cents a day where lodging is furnished for less than a full week.

Former Order No. 26 and Regulation No. 6 governing highway and other construction camps and Order No. 28 covering the lumbering, logging and railway tie industries in rural districts (L.G., 1942, p. 926; 1946, p. 1832) are now rescinded. These exempted the same classes of workers as above from hours and weekly rest-day provisions of the former Hours of Work Act.

Hours of Work

Coal Mines

Order 14 limits hours of work for all workers in or about coal mines to eight in a day and 40 in a five-day week. Coal mine is defined as any mine from which coal is removed by underground mining methods. This Order is to be in force until March 31, 1950. Former Order No. 33 which limited hours to eight in a day and 48 in a six-day week for workers above ground about a coal mine, and No. 25 which fixed a minimum rate of time and one-half for work in excess of these limits for workers above ground are rescinded (L.G., 1945, p. 915).

Geophysical and Seismographic Survey Industry

Persons employed in the geophysical and seismographical survey industry are permitted by an Order (No. 10) to work a maximum of 208 hours in a month. Overtime at the rate of time and one-half is to be paid for all hours worked in excess of 208.

If the employee, upon leaving his employment, has not worked 208 hours in the last period of his employment, he is to be paid time and one-half for all hours worked in excess of nine in a day and/or 48 in a week, whichever is the greater amount.

The above provisions do not apply to the following classifications of employees: Party Chief, Assistant Party Chief, Party Manager, Assistant Party Manager, Chief Recorder, Chief Computer, Chief Observer, Chief Surveyor, Chief Driller, Chief Seismologist and Chief Operator. Such persons are exempted from the hours provisions of the Act.

Foundries

The working hours of employees in the Foundry Industry in the city of Calgary are limited by a new Order (No. 16) to eight in a day and 40 in the week of five working days.

Saw Mills

The Order (No. 12) was re-issued which permits persons employed in saw mills and planing mills in rural districts more than 10 miles from a city or in places of less than 1,000 people to work a maximum of 10 hours a day and 208 hours a month instead of the statutory eight hours a day and 48 a week for the period from December 1 to March 31 of the following year.

Time and one-half must be paid for all hours worked in excess of nine in a day and/or 208 in a month, whichever is the greater amount, rather than for the hours in excess of nine in a day or 48 in a week as provided by the Act.

Holidays with Pay

General

The general Order (No. 5) providing for an annual holiday with pay for all workers, other than coal-miners, construction workers, farm labourers and domestic servants, was revised. Excluded also from the holidays Order are workers employed temporarily for eight hours or less in a week and real estate agents and commercial travellers working exclusively on a commission basis.

A change is made in the new Order in the method of computing the duration of the annual holiday given. After one year's employment, a holiday equal to one-half day with regular pay for every 23 days of actual work in the year must be granted, with a maximum of one week. After two or more years' employment, one day with regular pay for every 23 days of actual work must be given, with a maximum of two weeks. Under the earlier Order (L.G., 1947, p. 1333) the holiday granted was one week after one year's employment and two weeks after two years.

One year's employment is now defined as 12 consecutive months from the date that the employee actually commenced work and subsequently, from each anniversary of that date. Previously, one year's employment was defined as 275 days of actual work.

The annual holiday must be exclusive of the public holidays on which the employer's place of business is closed. The holiday must be given in an unbroken period within 10 months after the worker becomes entitled to it.

Pay for the annual holiday must still be given at least one day before the holiday begins and it must now be given in one amount.

A person who terminates his employment must have worked at least 30 days for the employer before being entitled to holiday pay. If he has worked less than a year, he must, as before, be paid an amount equal to two per cent of his earnings during the period employed. On termination of service in the second year of employment, a worker must receive holiday pay for the annual holiday to which he is entitled and in addition an amount equal to four per cent of his regular pay for the period worked between his anniversary date and the date of termination of employment.

Coal Mining

The revised holidays with pay Order (No. 15) covering workers in the coal mining industry provides that a mine employee must be given holidays with pay, at the basic daily rate, of one day for 20 days worked in any calendar month instead of for every 23 days worked in any calendar month (22 in February) as under the former Order (L.G., 1946, p. 683).

As before, a worker is entitled to no more than two weeks for any 12 months' employment, and the holidays must be taken during the 12 months following the year in which they were earned. The holiday period is established as the 12 months ending March 31 in any year.

On termination of service, an employee who has a period of holidays with pay to his credit must be paid the amount due him in lieu of such holidays calculated to the date of leaving the service.

Construction Industry

The special Order (No. 6) providing for a stamp system of holiday pay for construction workers was also revised. The Order is designed to take care of persons employed by more than one employer during a "working year" which is defined as the period from June 1 to May 31. Office workers are not within the scope of Order 6.

The principal change from the previous Order is that the holiday with pay credit is now 4 per cent of earnings for all construction workers. Previously, the Order stipulated that a workman whose employment with one employer was not continuous throughout the year was entitled to a holiday with pay credit of 2 per cent of his earnings from each employer, and that one who continued in the employ of the same employer was entitled to a credit

of 2 per cent during the first year and of 4 per cent of his earnings during each subsequent year.

Although the Order is limited to the construction industry, a new section allows an employer in any industry, subject to the approval of the Board, to adopt the stamp system.

Other provisions regarding the purchase of holiday stamps and the method of receiving their cash value are essentially the same as those set forth in the former Order (L.G., 1947, p. 1334).

**British Columbia
Apprenticeship Act**

The trade of bricklaying has been added to the list of trades to which the Act applies, by an Order in Council made on August 30 and gazetted September 15.

**Newfoundland Labour
(Minimum Wage) Act**

The first Order to be made under the Labour (Minimum Wage) Act of Newfoundland fixes minimum rates for workmen employed in the operation of omnibus services in the city of St. John's. The

Order was made September 12 and gazetted September 20.

Under the provisions of the Minimum Wage Act, 1947, an Advisory Committee was appointed by the Lieutenant-Governor in Council to investigate the conditions of work of persons employed in the operation of omnibus services in St. John's and to make recommendations as to the minimum rates of wages which should be paid to these workers.

The rates set by the Order are as follows:—

Occupation	Minimum rate per hour cents
(a) Bus drivers—	
(after 2 years).....	70
(6 months to 2 years).....	65
(first 6 months).....	60
(b) Mechanics, first class	75
(c) Mechanics, second class	60
(d) Mechanics helpers	50
(e) Body men, first class	75
(f) Body men, second class	60
(g) Body men's helpers	50
(h) Painters, ordinary bus.....	60
(i) Washers, greasers. service men and similar utility ratings..	45

UNEMPLOYMENT INSURANCE

**Selected Decisions of Umpire
Under the Unemployment Insurance Act**

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant had good cause within the meaning of the Act, for refusing to apply for the situation notified to her.—CU-B 381 (September 20, 1948).

MATERIAL FACTS OF CASE:

The claimant was employed for 4 hours a day as a button-hole machine operator, at 40 cents an hour, from June 17, 1946 to January 21, 1948, when she lost her employment because of shortage of work. Her claim for benefit was allowed and on April 8 she refused to apply for a situation in the same type of employment for 4 hours a day, at a wage of 45 cents an hour, claiming that she had previously worked

for the prospective employer for 2½ years and did not wish to work there again. The Insurance Officer disqualified her for a period of six weeks on the ground that she had without good cause refused to apply for a situation in suitable employment. When appealing to a Court of Referees, the claimant stated that she had not got along with the forelady at the plant and that she would not make as much money, as she had worked on piece work in her last employment and had averaged 65 to 70 cents an hour. The Court reversed the decision of the Insurance Officer.

The Insurance Officer appealed to the Umpire.

DECISION:

The question to decide is whether the claimant has without good cause refused to apply for a situation in suitable employment.

I agree with the Insurance Officer that, after an interval of two years and five months, such reasons as advanced by the claimant in her written submissions would not, as a rule, establish good cause within the meaning of Section 40 (1) (a) of the Act.

However, in a submission, dated July 8, 1948, the claimant stated:—

I notice they say that I should have made an appearance at the B.....Co. to see if the same conditions still existed there as when I left their employ in October, 1945. In the first place Miss M..... merely suggested that some day I could take a walk down to B.....'s and see if there was an opening in my line of work. I never was sent a formal notice to apply there. The next time I reported to the Office, Miss M..... asked me if I had gone there to apply and I said "no", telling her then my reasons for not doing so. Miss M..... said she had mentioned me to Mr. R..... of B.....'s and he said he knew me and would not place me on the machines but elsewhere if I applied as I had worked there before. That would, of course, be in the inspecting corner where I worked for the 2½ years and under the same forelady. I happen to know Mr. R..... personally outside of the factory, having been a guest in his home several times and I do know that the same forelady is still there, in fact there has been only one change or two in the foreman and foreladies since I left there. I also have a girl friend who is still working there and we talk about our work naturally and I do know how things are. There was no opening on the Button machine, and as for doing inspecting and mending my eyes are not as good as they were as I have almost lost the sight of my left eye and that work requires good eyesight. The Button machine does not bother me in this way.

By this statement, it appears that the claimant had ascertained that the conditions which she had objected to when previously employed at B.....'s, still existed when it was suggested to her that she might apply for work with that firm.

Moreover, I must bear in mind that the Court of Referees had the opportunity of hearing the claimant. They were satisfied that she was genuinely seeking work and in the light of her testimony and of all the

circumstances of the case, they reached the unanimous conclusion that she had good cause in refusing to apply for the situation notified to her.

Upon the evidence before me, I do not see any valid reason to alter this unanimous decision of the Court of Referees.

The appeal is dismissed.

Held that the claimant had without good cause refused to apply for a situation in suitable employment within the meaning of the Act.—CU-B 402 (October 29, 1948).

MATERIAL FACTS OF CASE:

The claimant was a married woman who had been unemployed and on benefit for a period of two months when she was notified of employment of a month's duration in her usual occupation of stenographer, at the prevailing rate of pay. She would have applied for the employment had it been for three weeks or less, but she intended to leave at the expiration of that period to join her husband who was a veteran student in another city. As she would not apply for the employment as notified to her, no referral was made and she was disqualified for a period of four weeks on the ground that she had without good cause refused to apply for a situation in suitable employment. The Court of Referees unanimously reversed this decision.

The Insurance Officer appealed to the Umpire.

DECISION:

I am asked to decide whether the claimant has, without good cause, refused to apply for a situation in suitable employment within the meaning of Section 40 (1) (a) of the Act.

The claimant restricted her availability for work to temporary employment, as she expected to leave V..... to reside in N..... Such employment, for one month's duration, was found for her by the Local Office, in her own line of work, and at the prevailing rate of pay in the district. She refused to apply for the position as offered, because she expected to move to N..... within a month; she stated, however, that she would "accept it for three weeks".

On the evidence before me, I consider that it was reasonable to expect that the claimant, if she was in the labour field and genuinely seeking work, would have accepted the employment as offered to her, and adjusted her domestic circumstances accordingly. This she failed to do and she was rightly disqualified by the Insurance Officer.

I cannot agree with the finding of the Court of Referees that "the appellant was actually refused the job", for the reason that the position was available to her but that she would not meet one of its requirements.

Under the circumstances, the appeal is allowed and the disqualification previously imposed by the Insurance Officer is reinstated as from the date that this decision is communicated to the claimant.

Unemployment Insurance Statistics August, 1949*

The monthly report prepared by the Dominion Bureau of Statistics on the operation of the Unemployment Insurance Act states that during August, 1949, 57,750 claims for Unemployment Insurance benefit were filed at local offices of the Unemployment Insurance Commission compared with 49,586 in July and 32,182 during August, 1948. Included in this total are revised claims (that is, reconsiderations of existing claims) numbering 7,459 in August, 1949, 6,100 in July and 7,210 in August last year. Thus, initial and renewal claims, representing mainly new cases of unemployment recorded among insured persons, totalled 50,291 in August, 1949, 43,486 in July and 24,972 in August, 1948.

Ordinary claims on the live unemployment register at August 31 totalled 80,813 (57,349 male and 23,464 female) as against 79,902 (56,279 male and 23,623 female) at the end of July and 44,273 (28,114 male and 16,159 female) on August 31, 1948. An unemployment register is maintained for each claim and remains in the live file so long as the claim is active. Ordinary claimants are those who have separated from their previous employments and thus, ordinary claims on the live unemployment register represent the number of cases of unemployment recorded among insured persons at a certain time. In addition there were 13,066 (10,638 male and 2,428 female) "other claims" on the live register at August 31, 1949, compared with 14,444 (11,100 male and 3,344 female) at the end of July and 3,088 (2,561 male and 527 female) at August 31 last year. "Other claims" are largely short-time claims, that is, claims filed by those who have been put on short time at their places of employment.

Claimants on the live unemployment register at August 31, 1949, are classified, in Table E-4, according to the number of days they have been continuously on the register since the last initial or renewal claim was filed. This represents the duration, up to the time the count is made, of cases of recorded unemployment. Since, however, an odd few days of employment that do not interfere with the claimant's regular reporting to the local office and

sick days and other non-available days that do not interfere with two consecutive reporting days, do not result in his register becoming "dormant", the days counted here are only days of proven unemployment. Sundays are ignored in making the count and an initial claim that immediately follows the termination of the claimant's immediately preceding benefit year is not taken as breaking his period on the register.

A total of 58,634 claims was disposed of at adjudicating centres during August, 1949, including 315 special requests not granted (that is, requests for antedating, extension of the two-year period and dependency rate of benefit) and 831 cases referred to courts of referees for further consideration. Of the remaining 57,488 claims, in which the main consideration was entitlement to benefit, 44,660 were considered entitled to benefit and 12,828 not entitled to benefit.

Chief reasons for non-entitlement as given by adjudicating officers were: "insufficient contributions while in insurable employment" 3,884 cases, "voluntarily left employment without just cause" 3,671 cases, "refused an offer of work and neglected an opportunity to work" 1,445 cases, "not unemployed" 959 cases, "not capable of and not available for work" 885 cases.

During August, 34,422 persons commenced the receipt of benefit payments. Benefit payments during August, 1949, amounted to \$3,717,000 for 1,650,997 compensated days compared with \$3,371,183 for 1,525,462 compensated days in July and \$1,835,846 for 944,430 compensated days in August, 1948.

During the week of August 13 to 19, 62,705 persons received benefit payments amounting to \$813,027 for 361,497 compensated unemployed days compared with 65,957 persons paid \$828,934 for 383,338 compensated days in the week of July 9 to 15. Thus, the average duration of the unemployment compensated was 5.8 days both in the week ending August 19 and that ending July 15. The average amount of benefit paid per beneficiary was \$12.97 in the week ending August 19 and \$12.57 in the week ending July 15. The average amount of benefit paid per compensated day of unemployment was \$2.25 in the week ending August 19 and \$2.16 in the week ending July 15.

* See Tables E-1 to E-7.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending August 31, 1949, showed 3,436,765 employees were issued with insurance books and had made contributions to

the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 93,395 since July 30, 1949.

As at August 31, 1949, 222,028 employers were registered representing an increase of 1,343 since July 30, 1949.

Report of Unemployment Insurance Advisory Committee

While finding the Unemployment Insurance Fund to be in sound condition, the Committee made recommendations in regard to certain abuses. The Committee also proposed certain changes regarding coverage under the Act.

Section 84 of the Unemployment Insurance Act requires the Unemployment Insurance Advisory Committee to report to the Governor in Council before the end of July in each year on the financial condition of the Unemployment Insurance Fund as of the preceding March 31, and to make such recommendations as it may deem necessary as to the Fund's sufficiency to discharge its liabilities.

The Committee also has authority to make a continuing study of the Act, to conduct hearings, receive representations from interested employer and labour organizations and to make recommendations for amendments to the Act or changes in the Regulations set thereunder, concerning any matters relating to the financial condition of the Fund.

The report of the Unemployment Insurance Advisory Committee to the Governor-General in Council, covering the fiscal year 1948-49 was tabled in the House of Commons by Hon. Humphrey Mitchell, Minister of Labour, on September 19, 1949.

The Advisory Committee is headed by Dr. W. A. Mackintosh, Vice-Principal, Queen's University, Chairman, and Mr. Arthur MacNamara, Deputy Minister of Labour, Alternate Chairman. Employers' representatives are: Mr. James Hunter, Continental Life Insurance Co., Toronto; Mr. F. G. H. Leverman; and Mr. J. A. Boivin, Albert Lambert, Inc., Montreal. Representing labour are: Mr. Percy Bengough, President, Trades and Labour Congress of Canada; Mr. George Burt, United Automobile Workers of America (CCL-CIO); and Mr. Romeo Vallee, Canadian and Catholic Confederation of Labour.

Observations on Insurance Fund

Following an examination of the financial and statistical statements supplied by the Unemployment Insurance Commission, the Committee stated that it is "a matter of

gratification that there has been an opportunity to build up such substantial reserves to meet future liabilities in periods when employment may not be so buoyant as in the years since 1941. This long period of high employment has meant not only the accumulation of assets, but the establishment also of very high potential rights to benefit." The Committee pointed out also, that "the coverage of the Act is now much wider than in 1941 and that average rates of benefit have increased substantially."

Safeguarding the Fund

There were, however, in the opinion of the Committee a number of points at which the Fund should be safeguarded. One of these was "the payment of benefit to married women who have really withdrawn from employment, but who represent themselves to be unemployed for the purpose of drawing benefit." To correct this "unintended drain" on the Fund, the Committee endorsed "a principle proposed by the Commission, namely, that a married woman should be entitled to benefit only if she fulfils the other requirements of the Act and, if of the 180 daily contributions specified in the first statutory condition, not less than 90 daily contributions have been paid in respect of her since her marriage." The Committee therefore recommended "that the principle be implemented by an amendment to the Act which would give the Unemployment Insurance Commission power to make regulations on this subject."

A somewhat similar principle is involved in regard to persons of advanced age who retire on pensions. The Committee pointed out that "under the legislation as it stands, no person is disqualified by age or by retirement on pension from drawing benefits so long as he satisfies the other statutory conditions and is available for employment." The Committee and the Commission have, it was stated, "given a great deal of study

to a possible amendment to the Act which would make it possible for insured persons to withdraw from unemployment insurance on retirement on pension, or on reaching age 70 and receive back their net contributions over the preceding five years." Or, alternatively, if they continued in insurance they would have to "show a record of 15 weeks in insurable employment after retirement or after age 70." The Committee did not reach agreement on this proposal, however.

Still another point at which, in the opinion of the Committee, the Fund required to be safeguarded is the payment of benefit claims made by mail from outlying portions of the country. It was decided that "the only remedy in this case is unremitting vigilance and resourcefulness in administration." It was recommended, therefore, that the Government give sympathetic consideration of the needs of the Commission for inspection and enforcement staff to verify these postal claims and to check abuses.

Changes in Regulations Suggested

The Committee concurred in the following changes in regulations proposed by the Commission: (a) re-defining a "seasonal worker" as one who (i) has worked in a seasonal industry for more than nine out of the last 36 days of insurable employment prior to claim and (ii) has worked in a seasonal occupation within that industry; (b) re-defining "inland waters" for the purposes of unemployment insurance; (c) providing that a person shall be entitled to benefit for off-season unemployment if (i) he has made 360 contributions (instead of 420) in the two years ending on the last day of the quarter preceding the commencement of the benefit year, or (ii) he has

made contributions for 25 per cent or more of the total working days all told in the complete calendar quarters falling within the last two off-seasons prior to claim.

Other Recommendations

The Committee also recommended:—

(1) That an insured person who has ceased to be a contributor because his salary exceeds the ceiling might elect to remain insured if, at the time of being excepted he had made 180 daily contributions in the preceding two years. (The present requirement is that he must have made 200 weekly contributions in the preceding five years.)

(2) That the Order in Council (P.C. 3590) dated May 17, 1945, recoupage for employment in logging and lumbering be amended (a) to exclude from insurance employment by any employer unless he has six or more employees; (b) to exclude from insurance any person whose main occupation is farming or fishing and whose employment does not exceed 45 days in any year; (c) to hold the prime contractor responsible for seeing that contributions are made on behalf of employees of a sub-contractor. (At the present time lumbering and logging is covered only in British Columbia.)

(3) That coverage be provided for employees in domestic service in hospitals or charitable institutions which have elected to make contributions in respect of their employees (with the consent in writing of the Commission).

(4) That the Government give consideration to amendments to the Act with a view to extending coverage to certain categories of excepted employments such as (1) permanent employment in the public service of Canada or (2) employment by a municipal authority.

WAGES AND WORKING CONDITIONS IN THE EDIBLE ANIMAL PRODUCTS INDUSTRY, OCTOBER, 1948*

Returns from 441 establishments, employing 36,900 wage-earners and 6,600 office workers, were analysed. Almost half the establishments reported having collective agreements, affecting 71 per cent of the workers. Eighty per cent of the workers were in establishments reporting a six-day week; more than half the wage-earners were working 45 hours or less. Double time was reported by 124 establishments for holiday overtime. A vacation of two weeks with pay after a service up to five years was reported by 347 establishments, employing 85 per cent of the workers. Forty-seven per cent of the workers were in 149 establishments paying for eight statutory holidays.

Included in the Edible Animal Products Industry for the purposes of this article are three branches of the industry namely Dairy Products, Meat Products and Fish Canning and Packing which will be dealt with separately.

THE DAIRY PRODUCTS INDUSTRY

In analysing this industry, returns from 277 dairies, employing 14,800 workers, were used (Table 1). A total of 2,200 office employees were also reported working in the dairies at the time of the survey. The great majority of dairies employed less than 50 workers; only 13 employed more than 200 workers each and accounted for 28 per cent of the total number of workers.

* The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupation, their straight-time wage or salary rates or the average straight-time earnings of employees on piece work during the last pay period preceding October 1, 1948. Information on wage rates for 1948 in Logging and Construction was published in the April Labour Gazette and for Civic Employees in the May issue. Information on other industries along the line of this present article for 1948 has been published monthly since the June 1949 issue of the LABOUR GAZETTE.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

Collective Agreements.—Sixty per cent of the workers, located in 112 dairies, were reported covered by some form of written collective agreement. More than half the workers affected were under agreement with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers (AFL-TLC) and the remainder were distributed among 14 international, national or independent unions or employees' associations.

Wage Rates, Table 2.—Average weekly wage rates for some twenty occupations in the Dairy Products Industry are shown in Table 2. The average increase over 1947 was about \$3 per week, with a range of from \$2.16 to \$4. For route salesmen, whose rates include commission on sales, average weekly earnings in 1948 (\$45.53), were \$4.54 higher than in the previous year.

Standard Hours of Work, Table 3.—Weekly hours ranged from 36 to 60 in this industry with all but eight dairies reporting a six-day week. The six-day 48-hour week was most common with 155 dairies and 8,600 workers on this schedule. Only 36 of the 277 dairies, accounting for 19 per cent of the workers, reported a longer week than 48 hours.

Overtime Rates of Pay, Table 4.—Time and one-half was the most common rate providing premium pay for all overtime. A few dairies gave double time for Sunday work and the 66 which reported this rate for work on holidays employed almost as many workers as the dairies giving time and one-half. Twelve dairies in Saskatchewan gave double time and one-half for overtime on holidays.

Vacations with Pay, Table 5.—All but one of the dairies reported giving an initial vacation of one or two weeks after a year or less of service with 70 per cent of the employees in dairies giving one week.

The most common maximum vacation was two weeks, in most cases after one to three years of service. Of the 47 dairies reporting a maximum vacation of three weeks, eight gave no intermediate provision and the remainder reported giving two weeks after one to five years of service, in most cases after two years. Three weeks were given mainly after 20 or 25 years of service.

Statutory Holidays, Table 6.—Of the 277 dairies, 238 reported observing and paying for between 1 and 13 statutory holidays. Another 19 reported observing between one and eight holidays but paid for none and the remaining 20 reported that they observed no holidays.

Sick Leave with Pay.—Nearly 60 per cent of the workers were in 182 dairies reporting some provision for paid sick leave. The most common provision was one week per year although there were twice as many workers in dairies reporting group insurance plans. Others reported giving half or two-thirds pay, a flat rate after a certain number of days, three days per year, one day per month, after six days, or at company's discretion.

Collective Agreements.—Of the 81 establishments, 48 reported having collective agreements in writing affecting 85 per cent of the total number of workers covered in the analysis. Ninety per cent of these workers were in 39 establishments reporting agreements with the United Packinghouse Workers of America (CIO-CCL).

Wage Rates, Table 8.—Average wage rates for most occupations in the Meat Products Industry in 1948 showed increases of 11 to 16 cents per hour over 1947. With few exceptions average rates in all provinces for male workers in 1948 were over \$1 per hour. Women employed as sausage makers averaged 82 cents per hour, an increase of 12 cents over 1947.

Standard Hours of Work, Table 9.—Weekly hours ranged between 40 and 60 with 68 per cent of the workers in 35 establishments on a 44-hour schedule.

The five-day week was reported by 29 of the 81 establishments and included 42 per cent of the workers with most of the establishments and workers on a 44- or 45-hour week. On the six-day week, 47 per cent of all workers were in the establishments reporting a 44-hour week.

Overtime Rates of Pay, Table 10.—Time and one-half was the only rate reported providing premium pay for overtime during the work week. The great majority of establishments paid double time for both Sunday and holiday overtime. Double time and one-half was reported for holiday work by four establishments.

Vacations with Pay, Table 11.—All but three establishments reported observing an initial vacation of at least one week usually after one year of service.

A vacation of at least two weeks after one to 25 years of service was reported by 67 establishments (15,530 workers) while 45 employing 73 per cent of the workers, gave three weeks with pay after ten to 20 years of service.

Statutory Holidays, Table 12.—All the establishments reported observing between 2 and 15 statutory holidays and all but five paid for some or all of those observed.

The most common number of holidays paid for were eight, reported by 55 establishments which employed 88 per cent of the workers.

Sick Leave with Pay.—Half the establishments, employing 60 per cent of the workers, reported provision for paid sick leave. Six establishments, employing 1,100 workers, reported group insurance schemes, one gave one week if under a doctor's care, another gave a maximum of five days per year and the remainder did not give any details of their plans.

THE MEAT PRODUCTS INDUSTRY

By 1948, average wage rates in this industry had more than doubled over comparable rates in 1939.

Year	Index	Annual Percentage Change
1939.....	100.0	—
1940.....	103.2	3.2
1941.....	112.7	9.2
1942.....	119.0	5.6
1943.....	135.1	13.5
1944.....	137.3	1.6
1945.....	141.0	2.7
1946.....	165.4	17.3
1947.....	189.1	14.3
1948.....	214.8	13.6

Returns from 81 establishments across Canada were used in this analysis, including 16,600 wage-earners and 3,700 office workers (Table 7). More than half the wage-earners were in ten establishments employing more than 500 workers each; 33 of the establishments employed less than 50 workers each and accounted for only four per cent of the wage-earners.

THE FISH CANNING
AND PACKING INDUSTRY

In analysing this industry, which consists mainly of salmon canning on the West Coast and canning or packing a variety of fish on the East Coast, returns from 31 establishments (2,200 workers) in the Maritime Provinces and 52 establishments (3,400 workers) in British Columbia were used (Table 13). The great majority of establishments employed less than 50 workers and there were more than 500 workers each in two of the establishments.

Collective Agreements.—Sixty-five per cent of the workers were in 51 establishments which reported having collective agreements in writing with either the United Fishermen and Allied Workers' Union or the Canadian Fish Handlers' Union, both affiliated with the TLC.

Wage Rates on West Coast, Table 14.—In the British Columbia fish canning industry wage increases for those occupations paid on a monthly basis ranged from \$5 to \$22. Hourly paid employees' rates averaged 10 to 15 cents higher than in 1947. For women engaged in fish washing and the operation of filling machines, increases over 1947 were 10 and 14 cents per hour respectively.

Standard Weekly Hours of Work, Table 15.—Weekly hours ranged between 48 and 60 on the East Coast and 60 per cent of the workers were in the 51 establishments on the West Coast which reported a 44-hour week. The only establishment on a five-day week was one in British Columbia working 40 hours.

Overtime Rates of Pay, Table 16.—Time and one-half was the most common rate paid for overtime at any time. Only in a few instances was double time reported for Sunday or holiday work and the only other rate providing premium pay, which was reported by one establishment, was time and one-quarter.

Vacations with Pay, Table 17.—Of the 60 establishments giving information on vacations with pay, 43 per cent of the workers were in 23 establishments reporting an initial vacation of two weeks after a year or less of service while the remainder of the establishments gave one week.

A total of 55 establishments, employing 61 per cent of the workers in the industry, gave a maximum vacation of two weeks, usually after a year of service.

Statutory Holidays, Table 18.—All but ten of the establishments reported observing between three and eleven statutory holidays.

More than half the workers were in establishments observing holidays but paying for none. The most common policy of nine holidays observed was reported by 46 establishments and although only 15 establishments reported paying for all nine holidays, they employed one-third of the total number of workers.

Sick Leave with Pay.—Only seven establishments, employing 600 wage-earners, reported having a sick leave policy. Three had group insurance plans, one gave a maximum of two weeks for one year and the remainder had no specified policy.

TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE DAIRY PRODUCTS INDUSTRY BY PROVINCE, 1948

—	Canada	Nova Scotia(1)	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Number of Establishments..	277	10	7	27	105	11	40	55	22
Employees:									
Wage Earners—									
Male.....	13,531	491	139	2,764	6,076	761	965	1,099	1,236
Female.....	1,224	20	19	175	569	43	206	110	82
Total.....	14,755	511	158	2,939	6,645	804	1,171	1,209	1,318
Office Employees.....	2,231	78	24	384	870	112	287	265	211
Total.....	16,986	589	182	3,323	7,515	916	1,458	1,474	1,529

(1) Includes one establishment in Prince Edward Island.

TABLE 2.—AVERAGE WAGE RATES IN THE DAIRY PRODUCTS INDUSTRY, 1948

Occupation and Locality	Average Wage Rate per Week		Range of Rates per Week	
	\$	cts.	\$	cts.
<i>Bottle Fillers</i>				
Canada.....	35.10			
Nova Scotia.....	28.66		23.08—35.25	
New Brunswick.....	27.00		25.00—29.00	
Quebec.....	32.85		27.00—36.00	
Montreal.....	33.65		30.74—36.00	
Ontario.....	37.99		32.65—42.78	
Toronto.....	38.87		38.50—40.50	
Manitoba.....	38.46		36.50—40.50	
Saskatchewan.....	32.27		28.80—33.46	
Alberta.....	34.25		30.80—38.36	
British Columbia.....	38.44		36.46—40.24	
<i>Bottle Washers</i>				
Canada.....	35.03			
Nova Scotia.....	27.75		23.08—35.00	
New Brunswick.....	27.00		25.00—30.00	
Quebec.....	32.87		27.00—36.50	
Montreal.....	33.38		30.00—36.50	
Ontario.....	37.78		32.66—40.46	
Toronto.....	38.46		34.00—43.00	
Manitoba.....	37.73		34.50—40.50	
Saskatchewan.....	31.27		26.54—33.46	
Alberta.....	34.01		30.80—36.05	
British Columbia.....	38.08		33.46—40.24	
<i>Butter Cutters</i>				
Canada.....	32.17			
Quebec.....	27.25		22.50—32.00	
Montreal.....	27.42		22.80—32.00	
Ontario.....	34.40		28.00—39.50	
Manitoba.....	36.10		34.50—39.50	
Saskatchewan.....	29.69		26.00—33.08	
Alberta.....	32.28		26.54—37.20	
British Columbia.....	42.16		39.23—47.31	
<i>Butter Makers</i>				
Canada.....	36.25			
Nova Scotia.....	25.68		23.08—27.69	
Quebec.....	34.49		30.00—38.95	
Montreal.....	35.79		34.00—38.95	
Ontario.....	39.24		33.02—47.52	
Toronto.....	43.93		33.13—50.50	
Manitoba.....	38.79		36.93—42.00	
Saskatchewan.....	36.48		31.16—40.56	
Alberta.....	33.85		29.43—39.51	
British Columbia.....	38.17		33.00—45.00	
<i>Can Washers</i>				
Canada.....	32.98			
Nova Scotia.....	26.68		21.92—35.00	
New Brunswick.....	26.15		25.00—28.00	
Quebec.....	32.56		27.00—36.00	
Montreal.....	33.29		29.70—36.00	
Ontario.....	35.04		28.85—39.84	
Toronto.....	36.98		34.00—38.50	
Manitoba.....	34.43		26.40—39.50	
Saskatchewan.....	30.92		24.00—33.46	
Alberta.....	32.57		26.54—36.05	
British Columbia.....	35.59		23.07—40.24	
<i>Checkers</i>				
Canada.....	37.72			
Nova Scotia.....	30.98		25.00—37.00	
New Brunswick.....	31.20		28.00—40.00	
Quebec.....	35.20		31.32—41.00	
Montreal.....	34.91		32.00—39.60	
Ontario.....	39.65		35.00—45.00	
Toronto.....	39.69		38.00—41.50	
Manitoba.....	40.28		35.25—46.00	
Saskatchewan.....	32.03		26.54—35.26	
Alberta.....	35.70		32.31—38.59	
British Columbia.....	39.98		36.00—42.03	

TABLE 2—AVERAGE WAGE RATES IN THE DAIRY PRODUCTS INDUSTRY, 1948—Con.

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$ cts.	\$ cts.
<i>Engineers</i>		
Canada.....	44.58	.....
Nova Scotia.....	39.91	34.62—43.39
Quebec.....	45.03	37.00—55.35
Montreal.....	46.16	37.00—55.35
Ontario.....	46.87	38.88—54.23
Toronto.....	50.60	45.00—54.00
Manitoba.....	43.50	39.50—46.50
Saskatchewan.....	38.78	32.31—47.26
Alberta.....	38.95	34.62—45.28
British Columbia.....	47.89	41.54—50.77
<i>Firemen</i>		
Canada.....	38.20	.....
Nova Scotia.....	29.16	24.23—33.46
Quebec.....	38.53	30.00—47.25
Montreal.....	40.75	30.96—47.25
Ontario.....	39.72	33.60—46.08
Toronto.....	45.57	38.00—50.88
Manitoba.....	41.72	39.50—44.50
Saskatchewan.....	32.71	26.54—40.48
Alberta.....	31.64	30.00—33.46
British Columbia.....	40.83	39.33—43.20
<i>Freezer Operators</i>		
Canada.....	37.42	.....
Nova Scotia.....	32.76	30.11—34.00
New Brunswick.....	32.67	28.00—40.00
Quebec.....	34.76	24.03—40.00
Montreal.....	37.98	36.18—40.00
Ontario.....	40.08	35.52—47.66
Toronto.....	43.65	38.50—50.00
Manitoba.....	40.61	39.50—42.95
Saskatchewan.....	32.49	25.39—41.56
Alberta.....	37.98	37.20—40.53
British Columbia.....	36.82	28.84—43.94
<i>Janitors</i>		
Canada.....	33.40	.....
Nova Scotia.....	21.00	18.00—25.00
Quebec.....	33.58	30.00—36.50
Montreal.....	34.12	30.00—37.95
Ontario.....	34.98	30.00—38.46
Toronto.....	35.75	33.00—36.50
Saskatchewan.....	29.26	22.50—34.11
Alberta.....	32.35	27.69—36.05
British Columbia.....	31.59	25.00—35.38
<i>Labourers</i>		
Canada.....	32.59	.....
Nova Scotia.....	22.22	20.00—27.00
Quebec.....	29.77	25.80—34.80
Montreal.....	31.71	25.80—38.34
Ontario.....	33.52	28.00—39.60
Toronto.....	35.12	27.00—38.50
Manitoba.....	36.16	34.50—40.50
Saskatchewan.....	26.87	24.00—32.16
Alberta.....	30.83	24.09—36.05
British Columbia.....	36.61	35.20—37.40
<i>Mechanics—Garage</i>		
Canada.....	41.50	.....
Nova Scotia.....	37.51	24.00—48.00
Quebec.....	41.78	35.10—47.10
Montreal.....	41.78	37.50—47.10
Ontario.....	42.93	39.50—46.16
Toronto.....	43.01	40.00—45.00
Manitoba.....	40.13	37.25—43.00
Saskatchewan.....	42.70	34.38—49.91
Alberta.....	37.58	32.31—44.45
British Columbia.....	41.93	37.13—47.31

TABLE 2.—AVERAGE WAGE RATES IN THE DAIRY PRODUCTS INDUSTRY, 1948—Con.

Occupation and Locality	Average Wage Rate per Week		Range of Rates per Week	
	\$	cts.	\$	cts.
<i>Mechanics—Maintenance</i>				
Canada.....	41.50			
Nova Scotia.....	38.48		34.62—47.00	
New Brunswick.....	38.65		28.95—50.00	
Quebec.....	39.95		30.00—48.00	
Montreal.....	41.90		33.67—48.00	
Ontario.....	42.28		35.00—51.59	
Toronto.....	42.26		38.25—45.60	
Manitoba.....	41.05		33.00—46.00	
Alberta.....	41.58		39.77—46.43	
British Columbia.....	45.87		39.23—50.46	
<i>Milk and Cream Receivers</i>				
Canada.....	37.04			
Nova Scotia.....	28.40		27.00—31.05	
Quebec.....	36.97		33.60—40.50	
Montreal.....	38.41		36.00—43.50	
Ontario.....	38.13		31.20—44.00	
Toronto.....	42.07		37.00—45.00	
Manitoba.....	39.43		34.50—44.16	
Saskatchewan.....	33.21		24.23—39.82	
Alberta.....	34.90		31.16—39.51	
British Columbia.....	39.77		37.50—41.54	
<i>Packaging Operators</i>				
Canada.....	24.75			
Nova Scotia.....	21.61		20.00—22.00	
Quebec.....	21.36		18.90—25.00	
Montreal.....	20.91		18.90—25.00	
Ontario.....	29.48		25.00—35.00	
Manitoba.....	29.58		24.00—34.50	
Saskatchewan.....	21.95		18.50—28.62	
Alberta.....	33.32		26.54—40.69	
<i>Pasteurizers (Milk)</i>				
Canada.....	37.64			
Nova Scotia.....	29.23		24.00—36.00	
New Brunswick.....	34.00		31.00—35.00	
Quebec.....	35.95		31.00—42.00	
Montreal.....	36.84		32.00—42.00	
Ontario.....	40.25		33.12—46.50	
Toronto.....	41.53		40.00—43.00	
Manitoba.....	40.00		37.50—42.50	
Saskatchewan.....	34.72		27.69—38.49	
Alberta.....	34.66		31.16—38.36	
British Columbia.....	41.48		37.02—45.78	

TABLE 3.—STANDARD WEEKLY HOURS FOR WAGE

Standard Weekly Hours	Canada		Nova Scotia		New Brunswick		Quebec		Ontario	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>On a Six-Day week</i>										
42	7	206			1	34			4 ⁽¹⁾	89
44	46	2,399							6	220
45	25	173							1	47
48	155	8,629	4	287	5	115	4	324	84	5,947
Over 48 and Under 54	5	199	1	82			3	90		
54	21	1,953	4 ⁽²⁾	108			14	1,779	3	66
Over 54	10	604	1	34	1	9	5	501	3	60
Total.....	269 ⁽³⁾	14,163	10	511	7	158	26	2,694	101	6,429

TABLE 2—AVERAGE WAGE RATES IN THE DAIRY PRODUCTS INDUSTRY, 1948—Con.

Occupation and Locality	Average Wage Rate per Week		Range of Rates per Week	
	\$	cts.	\$	cts.
<i>Route Salesman⁽¹⁾</i>				
Canada.....	45.53			
Nova Scotia.....	32.97		27.00—35.00	
New Brunswick.....	32.55		32.00—33.00	
Quebec.....	46.73		35.00—61.66	
Montreal.....	47.59		40.00—61.66	
Ontario.....	48.44		43.96—52.87	
Toronto.....	48.69		45.00—52.07	
Manitoba.....	45.36		43.25—48.18	
Saskatchewan.....	38.21		31.11—45.81	
Alberta.....	37.25		32.31—42.47	
British Columbia.....	45.72		42.23—49.24	
<i>Shippers</i>				
Canada.....	37.88			
Quebec.....	34.08		31.00—37.00	
Montreal.....	33.45		30.95—36.00	
Ontario.....	39.71		38.50—42.50	
Toronto.....	39.36		38.50—42.50	
Saskatchewan.....	35.98		32.31—40.39	
Alberta.....	38.39		37.78—40.48	
British Columbia.....	43.26		41.54—46.16	
<i>Stablemen</i>				
Canada.....	33.78			
Quebec.....	30.49		24.00—35.00	
Montreal.....	30.49		25.00—35.00	
Ontario.....	35.78		31.68—40.80	
Toronto.....	35.59		32.50—37.50	
Manitoba.....	36.92		36.25—37.50	
Saskatchewan.....	31.62		27.69—35.00	
Alberta.....	32.48		28.60—36.05	
British Columbia.....	34.65		32.41—38.40	
<i>Truck Drivers</i>				
Canada.....	34.48			
Quebec.....	31.77		28.00—37.50	
Montreal.....	32.80		29.83—37.50	
Ontario.....	36.39		31.00—41.50	
Toronto.....	38.74		31.95—41.50	
Manitoba.....	34.42		32.25—35.50	
Saskatchewan.....	31.90		26.40—37.80	
Alberta.....	31.67		27.46—36.51	
British Columbia.....	40.20		32.31—45.44	

(1) Average Weekly Earnings.

EARNERS IN THE DAIRY PRODUCTS INDUSTRY, 1948

	Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>On a Six-Day week</i>								
42							2	83
44			17	908	4	158	19	1,113
45								
48	9	795	22	236	27	925		
Over 48 and Under 54			1	27				
54								
Over 54								
Total.....	9	795	40	1,171	55	1,209	21	1,196

(1) Includes one establishment working 36 hours.

(2) Includes one establishment in Prince Edward Island.

(3) Another eight establishments employing 592 workers were working a five-day week with hours ranging from 42½ to 48.

TABLE 4.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE DAIRY PRODUCTS INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours				Only After Weekly Hours		Sunday		Holidays	
	Monday to Friday		Saturday		Estab- lishments	Work- ers	Estab- lishments	Work- ers	Estab- lishments	Work- ers
	Estab- lishments	Work- ers	Estab- lishments	Work- ers						
Total Establish- ments and workers.....	140	6,907	140	6,907	137	7,848	277	14,755	277	14,755
<i>Time and One Half</i> (¹)										
Canada.....	46	2,866	45	2,854	137	7,848	160	9,093	95	4,439
Nova Scotia.....					1	28	1	15		
Quebec.....	3	117	3	117	14	2,045	12	1,596	5	694
Ontario.....	17	1,668	16	1,656	39	3,256	56	4,491	23	1,878
Manitoba.....	2	77	2	77			1	70	6	698
Saskatchewan.....	6	156	6	156	28	951	31	916	23	442
Alberta.....	10	456	10	456	44	750	42	986	34	539
British Columbia	8	392	8	392	11	818	17	1,019	5	188
<i>Double Time</i>										
Canada.....							17	674	66	4,315
New Brunswick.....									1	29
Quebec.....							3	402	7	663
Ontario.....							2	153	30	2,349
Manitoba.....							1	7	2	77
Saskatchewan.....							1	34		
Alberta.....							10	78	20	619
British Columbia									6	378
<i>Double Time and One Half</i>										
Canada (Saskatchewan).....									12	657
<i>No Premium Pay</i> (²)										
Canada.....	94	4,041	95	4,053			100	4,988	104	5,344

(¹) Includes two establishments paying time and one quarter and time and one fifth employing 123 and 99 workers respectively.

(²) Includes several establishments paying flat rates ranging from 60 to 75 cents per hour and one establishment paying regular rates plus \$1.00 per day.

TABLE 5.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE DAIRY PRODUCTS INDUSTRY, 1948

NOTE.—One establishment in Nova Scotia employing 17 workers gave no vacation

Length of Service Required	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>Six Months</i>										
Canada.....	10	347	1	5	1	34	1	5		
Quebec.....	2	96			1	34				
Ontario.....	6	243								
Saskatchewan.....			1	5			1	5		
Alberta.....	2	8								
<i>One Year</i>										
Canada.....	178	10,342	87	4,044	38	1,971	89	4,167		
Nova Scotia ⁽¹⁾	3	201	6	293	2	186	6	293		
New Brunswick.....	6	139	1	19	3	108	1	19		
Quebec.....	25	2,843			15	1,127				
Ontario.....	79	4,763	20	1,639	16	305	25	1,965		
Manitoba.....	5	238	6	566	1	202	6	566		
Saskatchewan.....	1	34	38	1,132			35	968		
Alberta.....	41	972	12	229			13	234		
British Columbia.....	18	1,152	4	166	1	43	3	122		
<i>Two and Three Years</i>										
Canada.....							87	5,158	3	138
Nova Scotia.....							1	15		
New Brunswick.....							1	9		
Quebec.....							6	1,025	1	88
Ontario.....							30	2,384	1	47
Alberta.....							38	916	1	3
British Columbia.....							11	809		
<i>Five Years⁽²⁾</i>										
Canada.....							12	869	1	62
New Brunswick.....							1	14		
Quebec.....							2	358	1	62
Ontario.....							7	336		
British Columbia.....							2	161		
<i>Ten to Fifteen Years</i>										
Canada.....							1	22	4	122
New Brunswick.....									1	8
Ontario.....							1	22	1	20
Alberta.....									1	28
British Columbia.....									1	66
<i>Twenty Years</i>										
Canada.....									21	1,392
Quebec.....									1	245
Ontario.....									6	768
Manitoba.....									4	36
Saskatchewan.....									4	198
Alberta.....									2	28
British Columbia.....									4	117
<i>Twenty Five Years</i>										
Canada (Ontario).....									18	798
Total Establishments and Workers.....	188	10,689	88	4,049	39	2,005	190	10,221	47	2,512

(1) Includes one establishment in Prince Edward Island.

(2) Includes one establishment with a service requirement of six years.

TABLE 6.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE DAIRY PRODUCTS INDUSTRY, 1948

NOTE.—20 establishments employing 2,019 workers observed no statutory holidays.

	Number of Holidays Observed by Establishments											Total Estab-lish-ments	Total Workers Affected
	1	2	3	4	5	6	7	8*	9	10	13		
Establishments Paying for—													
1 Holiday	6						1					7	284
2 Holidays		49		1		3	1	1		1		56	4,112
3 "			5				1					7	203
4 "				1				1				2	99
5 "					7							7	560
6 "						20						20	529
7 "							29					29	1,742
8 "								92		1		93	2,747
9 "									9			9	713
10 "										7		7	430
13 "											1	1	55
Total Establishments Paying for one or more Holidays.....	6	49	5	2	7	23	32	95	9	9	1	238	11,474
Total Establishments Not Paying for Holidays.....	2	3			1	6	2	5				19	1,262
Total Establishments Observing Holidays..	8	52	5	2	8	29	34	100	9	9	1	257	12,736

(*) Includes one establishment observing and paying for $8\frac{1}{2}$ statutory holidays.

TABLE 7.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE MEAT PRODUCTS INDUSTRY, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Mani-toba	Saskat-chewan	Alberta	British Columbia
Number of Establishments...	81	5	14	27	11	7	7	10
Employees:								
Wage Earners—								
Male.....	13,448	317	2,237	4,738	2,223	957	2,054	922
Female.....	3,143	108	451	1,109	507	192	574	202
Total.....	16,591	425	2,688	5,847	2,730	1,149	2,628	1,124
Office Employees...	3,725	82	709	1,119	752	268	533	262
Total.....	20,316	507	3,397	6,966	3,482	1,417	3,161	1,386

TABLE 8.—AVERAGE WAGE RATES IN THE MEAT PRODUCTS INDUSTRY, 1948

Occupation and Locality	Average Wage Rates per Hour	Range of Rates per Hour
	\$	\$
<i>Boners</i>		
Canada.....	1.11	.....
Quebec.....	1.03	.90—1.15
Montreal.....	1.02	.90—1.15
Ontario.....	1.12	.80—1.48
Toronto.....	1.33	1.03—1.79
Manitoba.....	1.18	1.14—1.29
Saskatchewan.....	1.13	1.09—1.19
Alberta.....	1.07	.98—1.15
British Columbia.....	1.11	.98—1.17
<i>Butchers and Slaughterers</i>		
Canada.....	1.09	.....
Quebec.....	1.06	.93—1.21
Montreal.....	1.06	.94—1.21
Ontario.....	1.02	.84—1.18
Toronto.....	1.15	1.02—1.34
Manitoba.....	1.15	1.02—1.32
Saskatchewan.....	1.15	1.03—1.33
Alberta.....	1.09	.99—1.24
British Columbia.....	1.18	1.06—1.36

TABLE 8.—AVERAGE WAGE RATES IN THE MEAT PRODUCTS INDUSTRY, 1948

Occupation and Locality	Average Wage Rates per Hour	Range of Rates per Hour
<i>Pickle Makers</i>	\$	\$
Canada.....	1.00	
Quebec.....	1.06	1.01—1.14
Montreal.....	1.07	1.02—1.14
Ontario.....	.92	.70—1.08
Toronto.....	1.09	.95—1.13
Manitoba.....	.95	.82—1.13
Saskatchewan.....	1.13	1.07—1.21
Alberta.....	1.04	1.02—1.09
British Columbia.....	1.15	1.06—1.29
<i>Sausage Makers, Male</i>		
Canada.....	.99	
Quebec.....	.93	.80—1.04
Montreal.....	.92	.84—1.04
Ontario.....	.94	.74—1.08
Toronto.....	.98	.73—1.14
Manitoba.....	1.01	.82—1.15
Saskatchewan.....	1.06	.99—1.16
Alberta.....	1.03	1.00—1.11
British Columbia.....	1.11	1.04—1.17
<i>Sausage Makers, Female</i>		
Canada.....	.82	
Quebec.....	.73	.60—.83
Montreal.....	.73	.60—.83
Ontario.....	.76	.55—.87
Toronto.....	.80	.73—.87
Manitoba.....	.83	.66—.91
Saskatchewan.....	.90	.88—.93
Alberta.....	.85	.81—.91
British Columbia.....	.85	.81—.90
<i>Smokers</i>		
Canada.....	1.02	
Quebec.....	.95	.70—1.04
Montreal.....	.94	.70—1.04
Ontario.....	1.00	.83—1.09
Toronto.....	1.07	1.07—1.09
Manitoba.....	1.05	.93—1.13
Saskatchewan.....	1.09	1.04—1.17
Alberta.....	1.05	.97—1.10
British Columbia.....	1.10	1.07—1.15
<i>Trimmers</i>		
Canada.....	1.01	
Quebec.....	.96	.82—1.10
Montreal.....	.95	.82—1.10
Ontario.....	.95	.82—1.07
Toronto.....	1.03	.96—1.18
Manitoba.....	1.06	.99—1.15
Saskatchewan.....	1.02	1.00—1.10
Alberta.....	1.01	.93—1.10
British Columbia.....	1.08	.98—1.18
<i>Truck Drivers</i>		
Canada.....	1.06	
Quebec.....	1.04	1.03—1.08
Montreal.....	1.04	1.03—1.08
Ontario.....	1.03	.82—1.17
Toronto.....	1.12	.93—1.17
Manitoba.....	1.09	.94—1.17
Saskatchewan.....	1.04	.73—1.10
Alberta.....	1.10	1.08—1.18
British Columbia.....	1.08	1.04—1.10

TABLE 9.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE MEAT PRODUCTS INDUSTRY, 1948

Standard Weekly Hours	Canada			Maritime Provinces			Quebec		Ontario		Manitoba		Saskatchewan		Alberta		British Columbia	
	Estab-lish-ments	Work-ers		Estab-lish-ments	Work-ers		Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>On a Five-Day Week</i>																		
Under 44	3	79					1	11	2	68								
44	12	3,543							1	416								
45	10	2,933					3	1,742	4	762								
48 and 50	4	332					1	29	3	303								
Total.....	29	6,887					5	1,782	10	1,549								
<i>On a Six-Day Week</i>																		
Under 44	23	7,784																
44	5	785							4	3,385								
Over 44 and Under 48	15	812					3	580	1	231								
48	6	130					3	266	8	489								
50	3	153					2	49	2	51								
Over 50	3	153					1	11	2	142								
Total.....	52	9,704					9	906	17	4,298								
<i>Total</i>																		
Under 44	3	79					1	11	2	68								
44	35	11,327							5	3,801								
45	12	3,294					4	1,872	5	993								
Over 44 and Under 48	3	464					2	450										
48	18	1,082					4	295	10	730								
50	7	192					2	49	3	113								
Over 50	3	153					1	11	2	142								
Total.....	81	16,591					14	2,638	27	5,847								

TABLE 10.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE MEAT PRODUCTS INDUSTRY, 1948

Overtime Rates by Region	After Daily Hours		Only After Weekly Hours		Sunday		Holidays	
	Monday to Saturday							
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Total Establishments and Workers....	71	15,730	10	861	81	16,591	81	16,591
<i>Time and One-Half</i>								
Canada.....	61	15,465	10	861	15	1,322	13	582
Maritime Provinces.....	4	408			2	25		
Quebec.....	13	2,657			2	26		26
Ontario.....	18	5,466	2	178	8	1,030	6	281
Manitoba.....	6	2,430	4	286			1	25
Saskatchewan.....	6	1,140	1	9	2	24	1	9
Alberta.....	6	2,324	1	304			1	19
British Columbia.....	8	1,040	2	84	1	217	2	222
<i>Double Time</i>								
Canada.....					47	14,662	(1)51	14,616
Maritime Provinces.....					2	383	4	408
Quebec.....					9	2,591	9	2,591
Ontario.....					10	4,436	16	5,274
Manitoba.....					10	2,716	8	2,536
Saskatchewan.....					4	1,109	2	380
Alberta.....					6	2,609	6	2,609
British Columbia.....					6	818	6	818
<i>Double Time and One-Half</i>								
Canada (Saskatchewan Only).....							4	760
<i>No Premium Pay⁽²⁾</i>								
Canada.....	10	265			19	607	13	633

(1) Includes one establishment reporting time and one-half for work done on any unpaid holidays.

(2) Includes establishments paying straight time or having no overtime policy.

TABLE 11.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE MEAT PRODUCTS INDUSTRY, 1948

NOTE.—Three establishments, employing 33 workers, gave no information on vacations

Length of Service Required	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>Six Months</i>										
Canada.....	4	52								
Ontario.....	1	7								
Manitoba.....	1	14								
Saskatchewan.....	2	31								
<i>One Year</i>										
Canada.....	(1)68	15,711	6	795	8	282	4	57		
Maritime Provinces.....	4	408								
Quebec.....	12	2,648	1	29	3	64	1	29		
Ontario.....	25	5,828	1	12	4	153	2	19		
Manitoba.....	10	2,716								
Saskatchewan.....	1	364	4	754			1	9		
Alberta.....	7	2,628								
British Columbia.....	9	1,119			1	65				
<i>Two and Three Years</i>										
Canada.....							5	755		
Ontario.....							1	8		
Alberta.....							2	511		
British Columbia.....							2	236		
<i>Five Years</i>										
Canada.....							14	3,403		
Quebec.....							1	280		
Ontario.....							6	1,522		
Manitoba.....							6	890		
Alberta.....							1	711		
<i>Ten and Fifteen Years (2)</i>										
Canada.....							1	14	7	1,526
Quebec.....									3	1,113
Manitoba.....							1	14		
Alberta.....									1	236
British Columbia.....									3	177
<i>Twenty Years (3)</i>										
Canada.....							1	11	(4)38	10,510
Maritime Provinces.....									4	408
Quebec.....							1	11	4	1,180
Ontario.....									14	4,145
Manitoba.....									4	1,826
Saskatchewan.....									6	1,140
Alberta.....									3	1,170
British Columbia.....									3	641
Total.....	72	15,763	6	795	8	282	25	4,240	(5)45	12,036

(1) One establishment reported a vacation of ten days.
(2) Includes one establishment with a service requirement of 16 Years.
(3) Includes two establishments with a service requirement of 25 years, giving two and three weeks respectively.
(4) Includes twenty-eight establishments whose female employees received three weeks after fifteen years' service.
(5) Forty-two of these establishments (11,290 workers) reported an intermediate provision of two weeks after one to five years of service.

TABLE 12.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MEAT PRODUCTS INDUSTRY, 1948

	Number of Holidays, Observed by Establishments						Total	
	2 to 6	7	8	9	10	11 to 15	Establishments	Workers
Establishments Paying for:								
2 Holidays	1						1	17
4 "	1						1	91
5 "	1	1					2	31
6 "	1		2				3	271
7 "		5					5	455
8 "			48	3	4		55	14,661
9 "				2			2	786
10 "					3		3	45
11 "						2	2	24
12 "						1	1	15
15 "						1	1	11
Total Establishments Paying for Two or More Holidays	4	6	50	5	7	4	76	16,407
Total Establishments not Paying for Holidays			2	3			5	184
Total Establishments Observing Holidays	4	6	52	8	7	4	81	16,591

TABLE 13.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE FISH CANNING AND PACKING INDUSTRY, BY REGION, 1948

	Canada	Nova Scotia ⁽¹⁾	New Brunswick	British Columbia
Number of Establishments	83	17	14	52
Employees				
Wage Earners				
Male	3,622	791	570	2,261
Female	1,905	161	633	1,111
Total	5,527	952	1,203	3,372
Office Staff	634	138	55	441
Total Employees	6,161	1,090	1,258	3,813

(1) Includes one establishment located in Prince Edward Island.

TABLE 14.—AVERAGE WAGE RATES IN THE WEST COAST FISH CANNING, 1948

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
British Columbia		
Cooks	193.03	175.00—225.00
Engineers, Stationery	233.36	210.00—244.00
Firemen, Stationary	193.19	185.00—200.00
Filling Machine Operators	232.02	
Iron Chink Men	221.54	
Linemen	244.80	
Retort Men	195.04	172.00—200.00
Watchmen	150.59	135.00—177.00
	per Hour	per Hour
Labourers	.88	.88— .95
Unloaders	.98	.89—1.00
Filling Machine Operators, Female	.80	.78— .80
Fish Washers, Female	.75	

TABLE 15.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE FISH CANNING AND PACKING INDUSTRY, 1948

Standard Weekly Hours	Canada		Nova Scotia ⁽¹⁾		New Brunswick		British Columbia	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
40 ⁽²⁾	1	47	.....	.....	.....	.....	1	47
44	51	3,325	.....	.....	.....	.....	51	3,325
48	7	549	7	549	.....	.....	.....	.....
54	14	488	8	311	6	177	.....	.....
Over 54 and Under 60	4	912	.....	.....	4	912	.....	.....
60	6	206	2	92	4	114	.....	.....
Total.....	83	5,527	17	952	14	1,203	52	3,372

(1) Includes one establishment located in Prince Edward Island.

(2) The only establishment reported operating on a five-day week.

TABLE 16.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE FISH CANNING AND PACKING INDUSTRY, 1948

Overtime Rates By Region	After Daily Hours		Only After Weekly Hours		Sundays		Holidays	
	Monday to Saturday		Establishments	Workers	Establishments	Workers	Establishments	Workers
	Establishments	Workers						
Total Establishments and Workers.....	67	4,532	16	995	83	5,527	83	5,527
<i>Time and One-Quarter</i>								
Canada (British Columbia Only).....	1	190					1	190
<i>Time and One-Half</i>								
Canada.....	37	2,674	16	995	35	2,331	46	3,013
Nova Scotia.....	6	646	1	51	4	291	3	215
New Brunswick.....	2	86			1	18		
British Columbia.....	29	1,942	15	944	30	2,022	43	2,798
<i>Double Time</i>								
Canada.....					3	423	(1)7	480
Nova Scotia.....					2	355	3	374
New Brunswick.....					1	68		
British Columbia.....							4	106
<i>No Premium Pay (2)</i>								
Canada.....	29	1,668			45	2,773	29	1,844

(1) One establishment paid time and one-half for statutory holidays not paid for.

(2) Covers establishments paying straight time or having no overtime policy.

TABLE 17.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE FISH CANNING AND PACKING INDUSTRY, 1948

NOTE.—Of the 83 establishments reporting for this survey 23 with 1,912 workers did not report any information on vacations with pay.

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
No Specified Service Canada (New Brunswick Only)			1	3			1	3
Six Months Canada (British Columbia Only)	21	726						
Nine Months Canada	10	848			1	137		
Nova Scotia	1	137			1	137		
British Columbia	9	711						
One Year Canada	6	487	22	1,551	4	125	52	2,988
Nova Scotia	4	401	2	110	2	39	2	110
New Brunswick			3	113			3	113
British Columbia	2	86	17	1,328	2	86	47	2,765
Three Years Canada (Nova Scotia Only)							2	362
Total	37	2,061	23	1,554	5	262	55	3,853

TABLE 18.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE FISH CANNING AND PACKING INDUSTRY, 1948

NOTE.—Ten establishments with 443 wage earners reported observing no statutory holidays.

	Number of Holidays Observed, by Establishments									Total Estab-lish-ments	Total Wage Earners Affected
	Days										
	3	4	5	6	7	8	9	10 and 11			
Establishments Paying for:											
2 Holidays	1									1	2
3 "	1	1								2	103
4 "		2						1		3	365
5 "			1							1	5
6 "				1						1	62
7 "					1					1	33
8 "						1				1	38
9 "							15			15	1,805
10 "								1		1	30
11 "									1	1	47
Total Establishments Paying for two or more Holidays	2	3	1	1	1	1	16	2		27	2,490
Total Establishments not Paying for Holidays.....	2	1	5	1	2	4	30	1		46	2,594
Total Establishments Observing Holidays.....	4	4	6	2	3	5	46	3		73	5,084

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

Employment remained high during September but employers were already beginning to adjust production and employment to the changing market conditions caused by currency devaluations. It was still too early, however, to assess accurately the effects of devaluation on the various regional economies. By early June, construction was providing jobs for over 350,000 workers, a figure well above 1948. Payments of unemployment insurance benefits during the first eight months of 1949 totalled just under \$50 million, 62 per cent higher than those for the comparative period of 1948.

Employment levels as a whole remained stable during September. Outdoor work was extensive because of continuing fine weather, although a few seasonal operations had slackened. Farm work had passed its summer peak and casual help was re-entering the employment market. Logging offered alternative employment at this time although operations this year were on a much-reduced scale compared with other post-war years. The tourist trade had fallen off following Labour Day weekend and much-needed service help was again available for employment in city hotels and restaurants. Construction activity continued strong. With many new projects beginning each month, jobs were still being provided for well over 350,000 workers.

Several events of particular importance to the Canadian economy took place during the month. Among these were the agreements reached in the British-American-Canadian financial talks in Washington which, along with other decisions, arranged for payment of Canadian wheat in ECA funds by Great Britain. Following this, announcement was made of the devaluation of the British pound sterling in relation to the United States dollar from \$4.04 to \$2.80 and later of a similar drop in the value of the Canadian dollar from \$1 to .90. The Canadian government later took action to relax some of the import controls on United States goods entering Canada which were imposed in 1947 as part of the American Dollar Saving program. The effects of these developments, while far from completely apparent at the present time, appeared to reinforce the already noticeable trend toward an increasing pro-

portion of exports to the United States with a consequent declining dependence on the United Kingdom markets. At the same time, increased competition from British manufacturers was anticipated in the domestic market, especially in textiles.

Labour income during the first seven months of 1949 exceeded the previous year's total for the comparative period by 10 per cent. Both the added number of workers employed and wage increases granted during the year were important factors in the rise. At the same time, the number of hours worked were tending to drop slightly. This trend was somewhat accentuated by a 20 per cent rise in time loss due to strike action over the year. By industry, construction showed the most decided advance in labour income, indicating a jump of 13 per cent. All other industries reported gains except the primary industry group where sharp cuts in logging operations and the prolonged strike at the asbestos mills had greatly reduced payrolls in the current year.

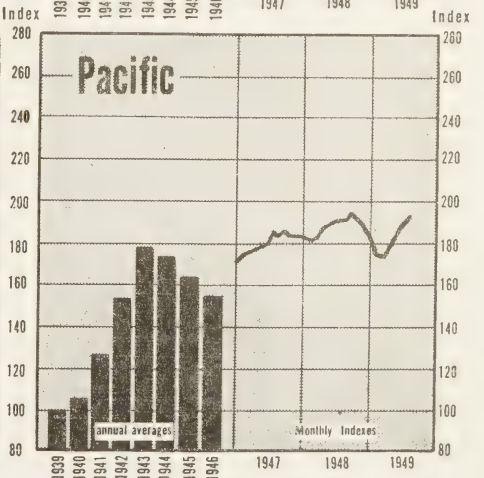
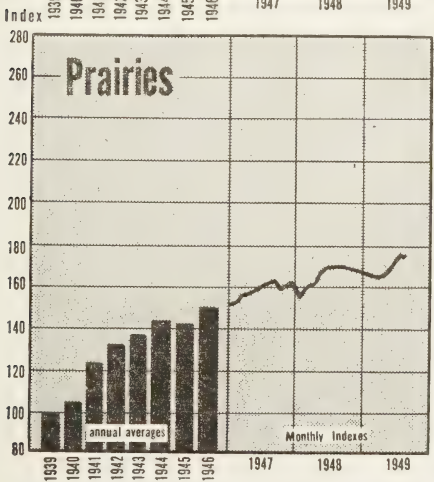
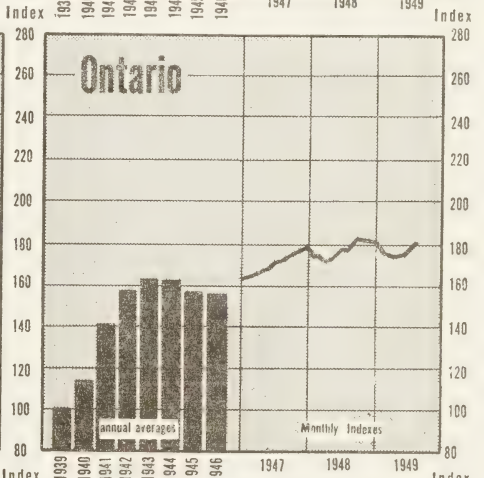
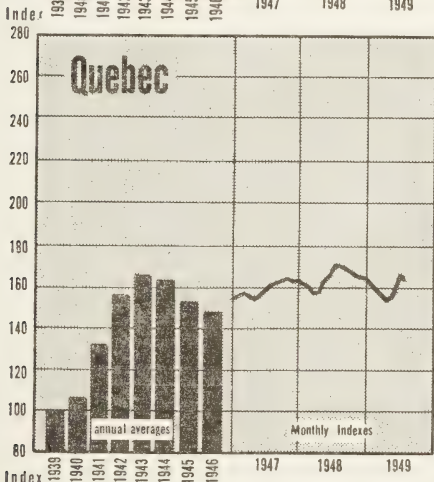
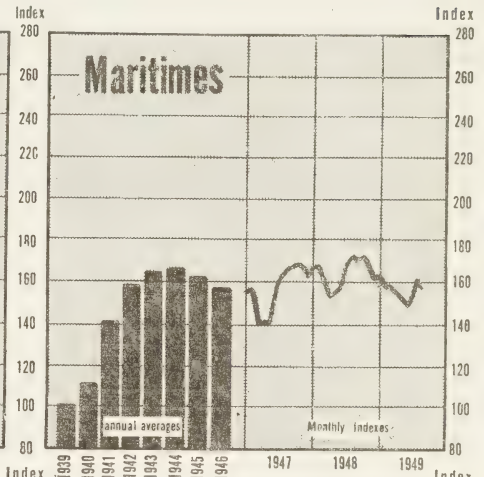
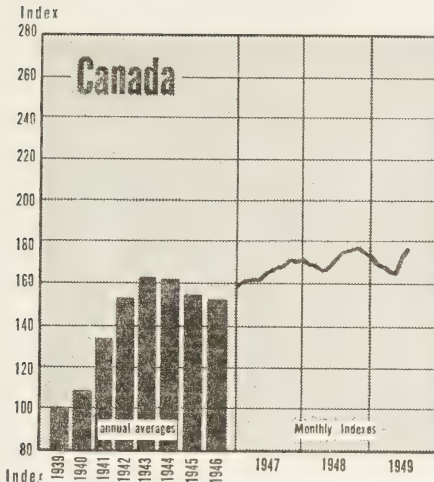
Industrial Analysis

Demand for labour in *agriculture* dropped sharply toward the end of September as harvest work was generally completed quite early this year. Workers were being hired for the beet, apple and potato crops, with labour shortages reported only in the Maritimes where the latter two crops were especially important. In general, there was a better balance between labour demand and supply for this year's harvest than at any time since 1940.

REGIONAL EMPLOYMENT TRENDS

Average: 1939=100

Seasonally Adjusted



The shift out of agriculture into logging, construction and manufacturing was beginning in most areas. A reverse movement was reported from several cities, however, where manufacturing lay-offs had occurred and workers with agricultural experience were looking for farm work. An interesting sidelight on this type of industrial shift is shown in a comparison of agricultural employment trends in Canada with those in the United States. In the United States, where unemployment is relatively higher than in Canada, the agricultural labour force has been increasing in size while in Canada farm employment continues to decline.

Several large movements of seasonal workers to harvest special crops were in progress during September. About 1,000 men participated in the annual harvest excursion to the West which got under way in the middle of August. Drought conditions and increased use of combines cut down on the number required this year. Three other large movements, each involving about 1,000 men, were carried out in eastern Canada. These were the movement of apple pickers to the Annapolis Valley in Nova Scotia; the shifting of potato workers to Prince Edward Island from Nova Scotia; and the transfer of Canadian labour, recruited in Quebec and New Brunswick, to the State of Maine for the potato harvest.

In the metal *mining* industry, employment has remained stable at about 43,000 during the latter part of 1949. The industry was in a sound position, although declines in base metal prices have decreased profit margins. Devaluation of the Canadian dollar will likely benefit the gold mining industry.

Many metal mines employed Displaced Persons who had proved to be highly satisfactory, but operators were disappointed in the large number leaving at the end of the contract term. In some cases, the supply of unskilled labour was more than adequate because reduced activity in the logging industry released men for underground work. The large lay-off in the nickel industry also resulted in more workers being available for the rest of the industry.

Although demand for coal has been strong in the post-war period, expansion of employment in Canadian coal mines has been hindered by strikes and shortages of certificated miners. No further expansion in the industry's work-force was foreseen in the immediate future, due in part to the shift from coal to oil for fuel purposes.

Employment in the non-metallic mining industry had returned to normal by August after the long drawn-out asbestos strike.

Drilling activity and exploration in the western oil fields continued to act as a stimulus to employment in this group, although the crude oil supply was now greater than the Prairie market could absorb.

Employment opportunities in the *manufacturing* industries have been fewer in number this year as demand levelled off and employment resulting from new industrial construction decreased. Employers now have built their staffs up to required levels and few workers are needed, other than replacements. Reduced labour turnover also cut the number of vacancies. As a result, manufacturing employment has not expanded over last year's levels.

During September, employment was sustained by seasonal activity in the food processing industries, and to a lesser extent, in the clothing industry. In addition to the fruit and vegetable pack, biscuit and confectionery plants were making preparations for Christmas work. Fish canneries were also active on both east and west coasts, although poor catches in the Maritimes and changed canning methods in British Columbia reduced labour requirements.

Increases in employment over the year were most marked in the electric power, beverages, and automobile industries. Expansion plans were being rapidly carried out by electric power producers and capital expenditures on power installations this year were estimated at \$250 million, adding about 400,000 horse-power to the country's capacity. Demand for new cars continued strong and production still lagged behind orders. Shipments to the end of August totalled 186,000, some 25,000 over the same period in 1948. Employment in soft drink plants this year was strongly influenced by the removal of the sales tax and the warm weather, but downward readjustments were expected to occur in the fall.

On the other hand, extensive decreases in employment had been registered in several industries. The largest decline was in shipbuilding but this downward trend was expected to be halted as a result of the awarding of national defence contracts for anti-submarine craft. Farm implement plants, the aluminum industry, and pulp and paper manufacturing also showed employment drops over the year.

The most notable expansion of employment in the Canadian economy in 1949 has been in the *construction* industry. About 50,000 more workers than in 1948 were employed in this industry at June 4. Contracts awarded for all types of work in the first eight months of the year totalled \$709 million, 6 per cent over the total for the same period last year. Residential con-

struction has been very active. Completions in the first seven months were 46,000, nearly 25 per cent higher than the figure for the same period in 1948. New housing units started, numbering about 49,000, remained at approximately the same level as last year.

Labour demand continued strong in all regions during September with some shortages of skilled labour reported. Contractors were rushing to complete outside work and to close in projects before the freeze-up so inside work could be carried on in the winter. A large number of small jobs were going on, such as minor house repairs and painting. The increase in labour demand, as a result of the return to school of students, was offset by the entry of agricultural workers into the industry. Unskilled labour was in plentiful supply, although some applicants for this type of work were reported as seeking inside employment which would continue during the winter months. A greater degree of stability in the labour force this year had reduced labour needs.

Regional Analysis

Seasonal employment activity in the **Maritime** region passed its peak during September. Harvesting and construction work was slackening, and the usual expansion in logging did not take place. A shortage of potato pickers arose during the month in Prince Edward Island despite the importation of workers from Nova Scotia.

Recent currency devaluations, which reduced the buying power of the English pound in Canada, would likely have a considerable effect on industry in the Maritimes, due to its extensive dependence on export markets. The outlook for employment in the pulpwood and pit prop industries this coming winter was unfavourable. Although mills had been operating steadily, pulpwood inventories were high and the cut was expected to be light this winter.

In Newfoundland, particularly, the reduction in both logging and pulp manufacturing employment will be substantial because of unfavourable sulphite pulp markets and generally greater competition in the United States. Where lumber was concerned, however, the Maritime Lumber Bureau felt that there was no need for pessimism regarding markets as it hoped that much of the annual shipment would continue to the United Kingdom. The price of long lumber would be down considerably, according to all indications; wage reductions have been made in several areas.

Devaluation has had a stimulating effect on the coal mining industry. Pulp mills in New Brunswick, which had been using American coal, were ordering coal from the Minto mines since their stock piles were low and the cost of American coal had increased through devaluation. Coal mines in Nova Scotia were in steady operation also, as industries started seasonal stock piling for winter. For the iron mining industry of Newfoundland, devaluation added to its marketing problems since 50 per cent of production was sold to the United Kingdom.

In the **Quebec** region, workers were turning to woods employment as harvesting and other summer seasonal activity tapered off. However, woods operations, which in former winters supported an important segment of the regional employment, was expected to be at a very low level, according to employers' forecasts. Since such work was beginning only on a very reduced scale, unplaced applicants at National Employment Service offices were already increasing. Current marketing conditions for the pulp and paper industry, in addition to heavy inventories at the mills, had caused cutting quotas to be lowered by as much as 50 per cent in some areas. Thousands of woodsmen were expected to be without employment during the winter months. Devaluation may benefit some marginal mills exporting to the United States, however.

In most manufacturing industries, it was too early for employers to estimate what effect devaluation would have on production. Some areas were seriously affected by the lack of export orders; woollen, cotton and hosiery mills reported curtailed production. A few men's clothing plants reported production cut-backs as a direct result of devaluation. Most clothing plants, however, were seasonally active and many were operating at close to capacity; some manufacturers were starting their own training courses to overcome the scarcity of skilled sewing-machine operators. Shoe manufacturing production showed some slight improvement, but most plants were still operating well below capacity.

Both gold and base metal mining were expected to increase shortly as a result of devaluation. Some properties, which had been closed, were already considering reopening. Additional employment will be created for both surface and underground crews. Sufficient unskilled labour was available, however, although experienced machine men were still in short supply.

Construction and manufacturing activity in the **Ontario** region sustained employment during September. Although harvesting had been completed, fruit processing continued at a high level. Unplaced applicants at employment offices rose during the month with the number of women registered increasing especially, because of the decline in tourist trade activity. Hydro power shortages were affecting industries in the Niagara Falls and Welland areas, but such shortages were not reported in other parts of the province.

Automobile production in Oshawa and Hamilton showed further expansion during September, and substantial hiring took place. In Windsor, the negotiation of a new collective agreement was in progress, which made production schedules somewhat uncertain. The steel and coal strikes in United States, if prolonged, may affect this industry.

The volume of employment in construction was well maintained, and most areas reported that the present level of work would probably continue for the next month or two. Qualified tradesmen were in short supply.

Seasonal activity in the **Prairie** provinces was better maintained than in any other region except British Columbia during September. Unplaced applicants, which were at a very low level, increased only slightly as harvesting ended in many areas. The supply of harvesters was entirely adequate throughout the season. Much success was reported in the drive to recruit workers from the drought areas. The sugar beet harvest was under way, with good crops reported.

The meatpacking industry showed signs of renewed activity although employment was not expected to reach substantial proportions until November. Increased receipts over the year of cattle and hogs were reported in Calgary and Saskatoon, but other major centres indicated a decline. The general opinion was that stock available in the country was below the level of the last three or four years. It appeared, however, that farmers were starting to raise more livestock than formerly.

Construction work continued at peak activity as contractors endeavoured to close in all structures before winter weather. Shortages of skilled tradesmen were reported from most areas. Larger contractors and building supply houses expected that the new government regulations concerning residential building would greatly assist the continuation of the present building boom. Provincial public works projects were progressing well and

full employment was expected to continue until freeze-up.

The outlook for logging employment this winter in the eastern section of the region was not altogether favourable. Most pulp and paper mills will be operating at full capacity, according to reports, but heavy stockpiles of logs were expected to result in a substantial curtailment of logging quotas. In the Lakehead area, the local labour supply will easily fill manpower requirements. In the Fort Frances area, however, the outlook was more encouraging and operations were expected to equal last year's level.

Employment conditions in the **Pacific** region improved during September. Settlement of wage negotiations in the lumber industry stimulated logging and construction activity. The return of students to school created job vacancies. The number of unplaced applicants declined, reversing the slight upward trend of August.

With favourable weather, most logging companies resumed operations. The successful conclusion of negotiations between the International Woodworkers' Association and the operators enabled work to proceed on a planned basis. The wage provisions of the 1949 contracts were continued under the new agreements. Sawmills and other wood-working plants showed increased activity. By the end of the month, several companies were reorganizing and expanding operations.

Almost all plants in the shingle manufacturing industry were operating at full capacity, including night shifts. The improved market resulted from an active promotional campaign by the industry, reduction of reserve stocks due to the "inventory tax" in United States, and greatly increased demand for No. 2 and No. 3 shingles which were formerly a glut on the market. The sudden heavy labour demand created shortages of sawyers, packers and saw fitters. The market outlook for the industry was indefinite, however. Paper mills were in steady operation, and the reopening of the rayon pulp plants at Woodfibre and Port Alice will greatly improve the employment situation for the industry.

The outlook for fishermen was not bright. Although a record salmon pack was reported in the Fraser River area, the catch was almost entirely through seiner operations in the Gulf. Only a few fish entered the river, which left some 3,000 gillnetters on the river with catches almost inadequate to cover expenses. Along the coast, seiners and gillnetters were affected by a strike over the price of chums salmon.

Employment Service Activities

Both men and women were registering for work in greater numbers during September. With a fair backlog of vacancies at employment offices, most of the job-seekers were quickly channelled back into employment. During the month, unplaced applicants rose by approximately 6,000, bringing the number on file at the end of September to 143,000 (101,000 men and 42,000 women). Replacements for students returning to school, re-hiring following holiday close-ups, increased production because of Christmas orders and the seasonal upswing of logging all lent impetus to an active hiring period. Placements during September covered a wide range of industries and occupations, with almost all areas reporting an active labour market.

More and more short-time placements have been made by employment offices during the past few years. Rising from the wartime proportion of about 3 per cent, casual placements, or placements of seven days' duration or less, rose to 18 per cent of all placements during the first nine months of 1949. Part of this gain resulted from the shrinkage of regular placements while casual hirings were well sustained. Temporary jobs, however, were appearing in more industries. While once largely confined to day-to-day jobs for women in stores and domestic work, casual jobs are becoming considerable in manufacturing, construction and agriculture. Hiring of men for short-time work now predominates over that of women.

While the majority of applicants are between 20 and 44 years of age, much of

the time-consuming work at employment offices is spent in placing workers outside this age group. Around 15 per cent of unplaced applicants are youths under twenty. Another 20 per cent are found between the ages of 45 and 64, and 10 per cent are 65 and over. The problems of youth placements stem from the job inexperience of the applicants, often coupled with a lack of education. Over one-half of the youths registered are in unskilled occupations. The 30 per cent of all applicants in the upper age bracket, on the other hand, are usually faced with restrictive employment practices and often an inability to cope with the physical demands of the jobs. Some 12 per cent of those registered in this group are veterans of the first Great War. British Columbia has a decidedly larger proportion of workers in the 45 years of age and over age group.

Unemployment insurance benefits paid during the first eight months of 1949 were 62 per cent higher than in the same period of 1948. Increased coverage, higher benefit rates, and greater unemployment have brought this about. Shared by all provinces, the upswing had not greatly lengthened the period of unemployment, especially during the last few months when an improvement over the year was noted. At the end of August, 48 per cent of the claims had been registered for less than a month as against 41 per cent at the comparable 1948 date; in the two and three months' period the percentage remained at 27, while in the 73 days and over group, the proportion dropped to 25 against 32 per cent in 1948.

PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index declined from 162·8 to 162·3 between August 1 and September 1, 1949. As has been the case for several months the change was due principally to foods, which declined 2·2 points after rising 10·7 points in the preceding four months. The drop in the food index to 207·0 was mainly of a seasonal nature, with declines occurring in vegetables, lamb, beef, pork, eggs and oranges. Of the other sub-group indexes, three advanced fractionally and two were unchanged. The clothing index rose from 183·2 to 183·5, following the appearance of the Fall lines of woollens and footwear

while fuel and light advanced 0·6 points to 130·1, as a result of slightly higher prices for coal and coke. Rentals moved from 123·4 to 123·9 reflecting the results of an August survey of urban rents. Home furnishings and services remained unchanged at 167·4 as did the index of miscellaneous items at 128·9.

From August, 1939 to September, 1949 the increase in the cost-of-living index was 61·0 per cent.

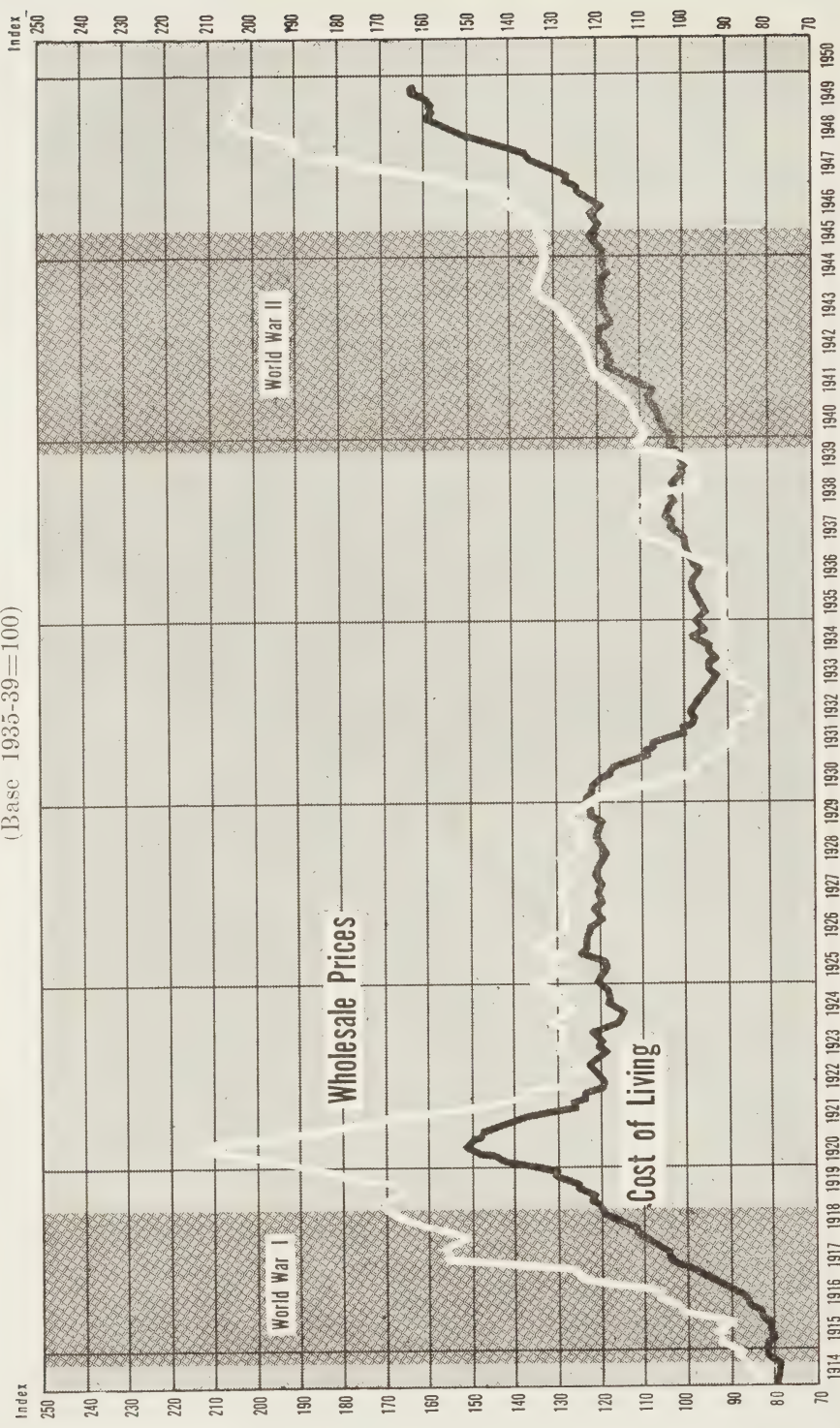
Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities all moved lower between August 1 and September 1, 1949. Food price declines were mainly responsible.

* See Tables F-1 to F-6.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



Fresh vegetables, meats and fruits registered seasonal weakness at all centres, while eggs were lower in most. Rentals, reflecting the results of an August survey of urban rents, were generally higher. Clothing price changes were mixed, while home furnishings and services were steady. Montreal and Saskatoon fuel costs recorded advances, while indexes at other centres remained unchanged.

Composite city index decreases between August 1 and September 1 were as follows: Halifax, 1.6 to 155.6; Edmonton, 1.5 to 156.8; Winnipeg, 1.3 to 156.6; Saskatoon, 1.0 to 162.8; Vancouver, 0.7 to 163.5; Montreal, 0.4 to 165.7; Saint John, 0.3 to 159.4 and Toronto, 0.3 to 158.2.

Wholesale Prices, August, 1949

The composite index of wholesale prices declined 1.1 to 155.5 during the period July to August, 1949. Six of the eight major groups were lower. Wood, wood products and paper moved down 2.3 to 182.2, reflecting weakness in fir siding and fir timber prices. A drop of 2.0 to 142.1 for vegetable products was due to the usual seasonal decline in potatoes and onions, coupled with smaller losses for rye and oranges. Vegetable oil and hay prices were sharply higher in this group. Animal products declined 1.4 to 167.8 when losses

for lambs, halibut and beef outweighed increases for lard and tallow. Textiles and textile products receded 1.0 to 160.2 due to an easier tone for woollen cloth, which overbalanced strength in prices of wool blankets and burlap bags. A decline of 0.6 to 133.6 for non-metallic minerals reflected a drop in coke prices while a decline of 0.5 to 170.9 in iron and steel products was due to weakness in wire and steel scrap. Two groups were higher, non-ferrous metals rose 4.6 to 134.2 supported by higher quotations for lead, copper and zinc. An increase of 0.3 to 122.2 for chemical products reflected strength in paint materials.

Canadian farm product prices at wholesale dropped 4.9 points to 146.0 between July and August. Field products declined sharply from 130.7 to 123.0 reflecting lower prices for coarse grains, potatoes and onions. The decline in coarse grains reflected the inauguration of the new governmental policy for these cereals. Effective August 1 Western farmers are to be paid an initial payment somewhat lower than market prices obtaining in the preceding month. They will subsequently share in a pool based on the amount obtained by the Canadian Wheat Board through its sales to exporters and domestic users. Animal products eased 0.1 to 184.5 due to narrow losses in livestock quotations.

STRIKES AND LOCKOUTS*

Canada, September, 1949

There was a slight increase in the number of strikes and lockouts, the number of workers involved and the resulting time loss, as compared with the previous month, but a substantial reduction was recorded in the time loss as compared with September, 1948. During the current month three work stoppages, lithographers at London, Hamilton, Ottawa, Toronto, Ont., and Montreal, P.Q., carpenters and building trades workers at St. John's, Newfoundland, and salmon fishermen, tendermen, etc., in British Columbia, were responsible for 75 per cent of the total time loss. Preliminary figures for September, 1949, show 22 strikes and lockouts, with 8,211 workers involved and a time loss of 66,580 man-working days, as compared with 19 strikes and lockouts in August, 1949, involving 4,541 workers and a time loss of 35,451 days. In September, 1948, there were 31 strikes

and lockouts, involving 11,619 workers, with a loss of 112,759 days.

For the first nine months of this year, preliminary figures show 98 strikes and lockouts, involving 35,598 workers, with a time loss of 831,666 man-working days. For the similar period in 1948 there were 126 strikes and lockouts, with 36,014 workers involved and a loss of 759,430 days.

Based on the number of wage and salary workers in Canada, the time lost in September, 1949, amounted to 0.08 per cent of the estimated working time, as compared with 0.04 per cent in August, 1949; 0.14 per cent in September, 1948; 0.11 per cent for the first nine months of 1949; and 0.10 per cent for the first nine months of 1948.

Of the 22 strikes recorded for September, 1949, four were settled in favour of the employers, six were compromise settlements, six were indefinite in result, work being

* See Tables G-1 and G-2.

resumed pending final settlement. At the end of the month six strikes were recorded as un-terminated, namely: soft drink factory workers at Windsor, Ont., lithographers at London, Hamilton, Ottawa, Toronto, Ont., and Montreal, P.Q., chemical factory workers at Bishopric, Sask., department store clerks at New Westminster, B.C., salmon fishermen, tendermen, etc., in British Columbia, and bus drivers, mechanics, etc., at St. John's, Newfoundland.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating

that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., Edmonton, Alta., and Vancouver, B.C., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; seamen, Great Lakes and St. Lawrence River, June 6, 1948; optical lens factory workers at Edmonton, Alta., April 9, 1949; and seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports, March 22, 1949.

Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as is possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in July, 1949, was 59 and 13 were still in progress from the previous month, making a total of 72 during the month. In all stoppages of work in progress in the period there were 24,100 workers involved and a time loss of 265,000 working days was caused.

Of the 59 disputes leading to stoppages of work which began in July, two, directly involving 100 workers, arose out of demands for advances in wages, and 21, directly involving 1,200 workers, on other wage questions; one, directly involving 100 workers, on questions as to working hours; nine, directly involving 1,000 workers, on questions respecting the employment of particular classes or persons; 23, directly involving 3,500 workers, on other questions respecting working arrangements; and three directly involving 200 workers, on questions of trade union principles.

United States

Preliminary figures for August, 1949, show 375 strikes and lockouts beginning in the month, in which 150,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 2,000,000 man-days. Corresponding figures for July, 1949, are 300 strikes and lockouts, involving 110,000 workers, with a time loss of 2,100,000 days.

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Table G-1—Strikes and Lockouts in Canada by Month.....	1506
Table G-2—Strikes and Lockouts in Canada during September.....	1506

TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	Sept.	August	August	August	August	August
Labour Force—						
Civilian labour force (1).....000	5,253	5,121	5,109	4,977	†	†
Employed (1).....000	5,155	5,018	5,042	4,866	†	†
Male (1).....000	4,012	3,918	3,932	3,747	†	†
Female (1).....000	1,143	1,100	1,110	1,113	†	†
Paid workers (1).....000	3,575	3,496	3,264	3,229	†	†
Unemployed (1).....000	98	103	67	117	†	†
Index of employment (2).....	201.0	199.7	200.9	172.8	185.9	117.5
Unemployment in trade unions (2).....%		1.8	1.3	1.3	0.6	11.6
Immigration.....No.	4,174	7,851	10,958	9,401	905	1,941
Adult males.....No	1,706	3,057	4,995	821	194	533
Earnings and Hours—						
Total labour income.....\$000,000		658	615	454	†	†
Per capita weekly earnings.....\$	43.27	43.06	40.66	32.64	31.06	†
Average hourly earnings.....cents	98.5	98.8	92.7	70.0	†	†
Average hours worked per week.....	42.4	41.9	42.1	43.0	†	†
Average real weekly earnings, index (4).....	105.3	104.0	101.4	98.0	†	†
National Employment Service—						
Unplaced applicants (5).....000	135.3	139.2	96.2	160.3	†	†
Unfilled vacancies (5).....000	41.3	37.4	50.2	107.5	†	†
Placements, weekly average.....000		14.8	15.1	17.6	†	†
Unemployment Insurance—						
Claims.....000	80.8	79.9	48.5	68.6	19.2	†
Balance in fund.....\$000,000	568.8	560.3	481.6	333.4	143.9	†
Price Indexes—						
Wholesale (6).....	155.4	155.5	158.3	109.3	100.4	72.3
Cost of living (6).....	162.3	162.8	157.5	125.6	119.2	100.8
Residential building materials (6).....	226.1	226.2	219.7	155.7	(10)139.1	(10)102.3
Production—						
Industrial production index (6).....		178.6	175.6	149.7	197.8	109.5
Mineral production index (6).....		186.9	123.1	95.5	110.6	128.3
Manufacturing index (6).....		129.9	184.7	157.8	216.8	106.2
Electric power.....000,000 k.w.h.		3,799	3,687	3,440	3,436	2,293
Construction—						
Contracts awarded.....\$000,000		90.7	91.7	50.4	23.9	25.8
Dwelling units, started.....000		8.5	11.0	†	†	†
Completed.....000		9.1	7.0	(8)67.3	†	†
Under construction.....000		58.7	59.7	†	†	†
Pig iron.....000 tons		180.1	191.4	46.5	164.9	69.5
Steel ingots and castings.....000 tons		248.7	263.1	88.7	246.8	122.0
Inspected slaughterings, cattle.....000		128.6	121.8	166.6	90.7	74.4
Hogs.....000		242.5	214.6	218.0	436.4	267.3
Flour production.....000 bbl.		1.75	1.61	2.16	1.89	1.38
Newsprint.....000 tons		446.8	389.1	370.7	259.6	237.0
Cement, producers' shipments.....000,000 bbl.		1.7	1.4	1.2	1.6	0.8
Automobiles and trucks.....000		20.5	17.0	12.3	15.0	3.5
Gold.....000 fine oz		359.1	305.4	231.2	293.4	449.2
Copper.....000 tons		22.8	18.1	14.8	23.1	27.1
Lead.....000 tons		12.7	16.9	14.9	16.6	17.1
Nickel.....000 tons		8.9	9.0	7.8	10.7	10.1
Zinc.....000 tons		26.0	20.5	19.4	26.0	19.0
Coal.....000 tons		1,270	1,381	1,393	1,426	1,228
Distribution—						
Wholesale sales index, unadjusted (6).....		318.1	293.7	260.2	173.4	115.2
Retail sales.....\$000,000		645.0	599.8	†	†	†
Imports, excluding gold.....\$000,000	221.6	212.1	206.5	153.2	149.1	62.7
Exports, excluding gold.....\$000,000	228.4	251.7	224.1	242.7	202.9	75.6
Railways—						
Revenue freight, ton miles.....000,000		4,381	4,663	4,406	5,659	2,394
Car loadings, revenue freight.....000		308.6	314.6	290.0	278.7	193.0
Banking and Finance—						
Common stocks, index (6).....	109.6	108.2	113.6	116.9	88.9	85.8
Preferred stocks, index (6).....	141.8	140.4	146.4	157.9	117.8	97.7
Bond yields, Dominion, index (6).....	91.8	92.7	96.2	85.0	97.3	98.6
Cheques cashed, individual accounts.....\$000,000		6,447	5,740	4,867	4,020	2,390
Bond loans, current, public.....\$000,000		2,060	1,878	1,210	1,063	1,702
Money supply.....\$000,000		4,188	4,048	3,937	(9)3,153	(9)1,378
Circulating media in hands of public.....\$000,000		1,155	1,135	1,080	(9) 960	(9) 281
Deposits.....\$000,000		3,033	2,913	2,857	(9)1,877	(9)1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force figures are as of Aug. 20 and June 4, 1949, Sept. 4, 1948 and Aug. 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending June 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939=100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Mines and Resources, Immigration Branch.)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—				
January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—				
January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—				
January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
Total (8 months 1949).....	30,124	24,332	17,519	71,975
Total (8 months 1948).....	35,322	27,112	16,902	79,336

TABLE A-2.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch).

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
Total (8 months 1949).....	2,029	13,364	37,035	13,729	5,818	71,975
Total (8 months 1948).....	2,705	14,434	40,578	13,649	7,970	79,336

TABLE A-3.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Mines and Resources, Immigration Branch.)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—January.....	468	529	1,195	324	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
Total (8 months 1949).....	14,563	4,658	6,312	2,114	2,477	30,124
Total (8 months 1948).....	11,587	8,029	8,826	2,913	3,967	35,322

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

—	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—January.....	46	163	23	122	108	15	477
February.....	45	165	24	125	109	15	483
March.....	44	167	25	125	110	16	487
April.....	39	168	28	126	111	15	486
May.....	41	172	31	129	112	16	500
June.....	45	173	35	133	113	16	515
July.....	49	177	38	134	115	16	530
August.....	51	179	39	135	116	17	536
September.....	54	183	40	137	117	17	548
October.....	55	187	41	138	117	17	555
November.....	58	191	39	145	116	17	567
December.....	57	189	31	141	116	17	551
1948—January.....	53	187	30	140	118	17	545
February.....	54	193	29	140	116	17	549
March.....	49	189	28	140	120	17	544
April.....	44	195	33	142	120	17	552
May.....	49	195	37	148	124	17	570
June.....	53	201	42	151	130	18	596
July.....	54	202	48	154	131	18	607
August.....	56	205	47	158	130	19	615
September.....	60	220	48	185	131	20	664*
October.....	62	213	48	165	129	20	637
November.....	57	214	46	166	130	20	633
December.....	53	212	40	164	130	20	618
1949—January.....	50	211	36	158	134	19	608
February.....	49	212	34	158	131	20	605
March.....	43	213	35	159	134	20	605
April.....	39	213	38	162	134	20	607
May.....	44	209	42	165	139	20	619
June.....	52	215	45	169	141	21	643
July.....	53	213	49	171	144	21	651

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation, D.B.S.*

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At August 1, 20,425 employers in the eight leading industries reported a total employment of 2,073,879, and total payrolls of \$89,291,908

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.							
				Employment			Payrolls				
	Aug. 1 1949	July 1 1949	Aug. 1 1948	Aug. 1 1949	July 1 1949	Aug. 1 1948	Aug. 1 1949	July 1 1949	Aug. 1 1948		
	\$	\$	\$								
(a) PROVINCES											
Maritime Provinces.....	38.00	37.48	37.05	116.3	117.6	124.7	201.6	201.0	211.2		
Prince Edward Island.....	35.08	35.07	33.67	147.2	142.7	150.7	237.7	230.4	232.9		
Nova Scotia.....	38-25	37-56	37-12	109.3	108.7	117.2	184.5	180.1	192.8		
New Brunswick.....	37.81	37.51	37.15	126.3	130.9	135.7	229.5	236.0	242.0		
Quebec.....	41.18	40.63	38.77	126.1	125.9	131.2	216.8	213.4	212.2		
Ontario.....	44.41	44.54	41.87	127.3	128.0	126.0	208.6	210.3	194.8		
Prairie Provinces.....	43.19	43.16	41.53	144.3	141.7	139.9	235.3	230.9	219.4		
Manitoba.....	42.83	42.76	41.20	136.7	134.7	133.0	221.1	217.5	206.8		
Saskatchewan.....	42.13	41.83	40.08	132.7	131.3	133.2	215.6	211.8	206.0		
Alberta.....	44.15	44.34	42.71	161.9	157.8	153.7	266.7	261.0	245.2		
British Columbia.....	46.05	46.76	42.93	157.3	155.0	157.6	254.2	254.4	237.3		
CANADA.....	43.06	42.98	40.66	130.4	130.3	131.6	217.7	217.0	207.2		
(b) CITIES											
Montreal.....	41.60	41.23	39.40	133.3	134.8	129.4	216.4	216.8	198.9		
Quebec City.....	35.81	34.78	34.02	123.6	123.1	123.3	214.5	207.5	198.7		
Toronto.....	43.97	44.15	41.46	131.8	133.5	128.2	216.3	219.9	198.3		
Ottawa.....	38.02	37.53	35.05	133.9	134.1	130.8	219.8	217.2	197.9		
Hamilton.....	46.29	46.95	43.78	123.6	123.2	122.1	208.1	210.4	194.4		
Windsor.....	50.85	52.33	47.42	128.6	130.0	123.5	175.7	182.8	157.2		
Winnipeg.....	39.52	39.50	37.51	138.1	136.5	133.2	214.0	211.5	195.8		
Vancouver.....	44.55	44.78	40.39	164.1	162.4	166.9	274.1	272.6	253.1		
Halifax.....	35.66	35.28	34.26	129.4	126.7	122.5	201.4	195.0	185.0		
Saint John.....	35.93	35.69	33.55	123.5	121.2	126.1	206.9	201.8	197.6		
Sherbrooke.....	35.84	33.13	32.67	115.4	115.4	115.7	199.2	184.2	181.9		
Three Rivers.....	41.81	42.21	41.08	141.2	139.9	144.1	227.5	227.7	228.1		
Brantford.....	42.91	44.02									
Kitchener—Waterloo.....	39.94	40.74	38.83	135.2	134.9	132.0	238.2	242.4	226.5		
London.....	40.87	41.29	38.93	153.8	155.9	145.1	246.9	252.9	222.7		
Fort William—Port Arthur.....	45.51	45.49	44.05	80.2	79.2	90.8	137.7	135.9	150.7		
St. Catharines *.....	49.26	49.06									
Regina.....	38.54	39.02	35.94	133.7	134.5	130.2	219.0	223.0	197.4		
Saskatoon.....	37.92	37.33	35.32	155.1	155.5	157.0	268.1	264.7	252.5		
Calgary.....	42.07	42.30	39.11	149.7	147.5	140.9	249.4	246.9	217.0		
Edmonton.....	40.93	40.63	38.51	182.9	182.5	170.8	301.9	299.1	264.3		
Victoria.....	42.18	42.23	38.37	155.7	156.7	148.2	259.8	261.7	226.5		
(c) INDUSTRIES											
Manufacturing.....	44.07	44.09	41.45	122.6	123.5	122.9	208.2	209.8	196.1		
Durable Goods ¹	46.93	47.26	44.00	116.6	117.9	118.6	194.9	198.3	185.0		
Non-durable Goods.....	41.18	40.90	38.83	125.9	126.6	125.3	220.1	219.8	207.0		
Electric Light and Power.....	48.16	48.50	45.67	175.1	171.2	159.9	268.0	264.0	230.8		
Logging.....	40.59	41.65	38.67	107.1	121.9	141.5	216.0	252.3	274.3		
Mining.....	51.44	51.37	49.65	103.6	100.5	101.4	166.7	161.6	157.4		
Communications.....	40.75	40.46	38.41	206.6	201.3	190.1	304.9	295.0	265.2		
Transportation.....	51.51	51.17	50.39	147.4	146.0	146.7	231.6	227.9	225.8		
Construction and Maintenance.....	41.36	40.85	38.43	139.9	134.5	149.5	251.1	238.6	249.3		
Services ²	27.76	27.91	25.81	157.8	154.1	156.0	264.4	259.5	243.8		
Trade.....	37.56	37.36	35.19	145.0	145.2	139.9	228.3	227.4	207.0		
Eight Leading Industries.....	43.06	42.98	40.66	130.4	130.3	131.6	217.7	217.0	207.2		
Finance.....	41.50	41.64	39.65	145.3	145.2	140.5	207.9	208.4	191.9		
Nine Leading Industries.....	42.99	42.92	40.62	130.9	130.8	131.9	217.3	216.6	206.7		

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

² Consisting almost entirely of hotels and restaurants, and laundries and dry-cleaning plants.

* Includes Merritton, Welland and Thorold.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base: June 1, 1941=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of			Average Salaries and Wages	Index Numbers of			Average Salaries and Wage
	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages		Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25.25	100-0	100-0	100-0	25.57
Aug. 1, 1945.....	114-6	143-0	127-1	32.09	121-5	152-9	128-0	32.73
Aug. 1, 1946.....	113-2	143-1	129-3	32.64	109-6	137-5	127-7	32.66
Aug. 1, 1947.....	126-1	178-6	144-7	36.53	120-5	171-5	144-6	36.97
Aug. 1, 1948.....	131-6	207-2	161-0	40.66	122-9	196-1	162-1	41.45
Sept. 1, 1948.....	132-2	209-3	161-8	40.86	124-7	199-1	162-1	41.46
Oct. 1, 1948.....	133-1	215-7	165-5	41.80	125-0	206-3	167-6	42.85
Nov. 1, 1948.....	133-3	218-0	166-9	42.15	124-0	207-1	169-7	43.38
Dec. 1, 1948.....	133-8	219-0	167-2	42.23	123-8	208-3	171-0	43.72
Jan. 1, 1949.....	128-4	204-5	162-8	41.10	120-7	196-6	165-4	42.28
Feb. 1, 1949.....	124-8	207-6	170-0	42.92	120-6	205-3	172-7	44.17
Mar. 1, 1949.....	123-7	207-5	171-4	43.27	120-8	206-6	173-6	44.39
Apr. 1, 1949.....	122-9	206-5	171-7	43.35	120-8	207-4	174-2	44.54
May 1, 1949.....	123-8	207-3	171-0	43.19	121-0	207-1	173-8	44.45
June 1, 1949.....	127-4	209-0	167-6	42.32	122-1	203-7	169-4	43.31
July 1, 1949.....	130-3	217-0	170-2	42.98	123-5	209-8	172-4	44.09
Aug. 1, 1949.....	130-4	217-7	170-5	43.06	122-6	208-2	172-4	44.07

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(Average Calendar Year 1926=100)
(The latest figures are subject to revision)
SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Aug. 1, 1932.....	86-3	90-1	.....	.....	.....	84-4	86-9	90-1	.....	.....	.....	81-4
Aug. 1, 1933.....	87-1	93-0	.....	.....	.....	84-8	86-6	90-5	.....	.....	.....	87-3
Aug. 1, 1934.....	99-9	101-3	.....	.....	.....	94-9	106-0	93-0	.....	.....	.....	97-6
Aug. 1, 1935.....	101-1	106-7	.....	.....	.....	87-2	102-4	98-7	.....	.....	.....	106-8
Aug. 1, 1936.....	105-6	113-9	.....	.....	.....	101-3	107-1	103-9	.....	.....	.....	107-9
Aug. 1, 1937.....	120-0	134-3	82-5	131-5	140-8	120-8	122-2	105-6	99-0	118-8	107-1	116-9
Aug. 1, 1938.....	112-1	112-6	99-2	118-3	106-6	117-8	111-2	104-9	97-3	116-1	109-2	107-1
Aug. 1, 1939.....	117-5	115-6	111-0	124-2	105-4	126-4	114-2	109-4	99-4	123-5	115-6	117-0
Aug. 1, 1940.....	127-9	124-5	110-6	135-5	111-9	130-6	132-8	114-9	106-9	119-7	123-9	119-0
Aug. 1, 1941.....	160-6	164-2	134-6	184-5	140-7	167-6	166-3	135-6	130-9	134-2	143-8	146-6
Aug. 1, 1942.....	177-8	170-4	111-8	193-3	145-6	191-4	181-5	143-5	138-0	137-5	156-0	175-3
Aug. 1, 1943.....	185-9	194-6	120-9	224-9	160-7	200-9	184-9	145-1	140-4	138-8	156-4	195-8
Aug. 1, 1944.....	184-3	185-8	138-0	200-7	169-8	187-7	185-0	151-6	145-5	148-1	163-3	185-7
Aug. 1, 1945.....	175-0	176-4	127-9	192-9	153-2	181-6	177-9	147-5	141-3	144-4	158-9	180-1
Aug. 1, 1946.....	172-8	168-4	142-4	177-1	158-8	177-5	174-8	161-0	150-4	156-5	179-9	170-4
Aug. 1, 1947.....	192-6	183-9	157-0	188-2	180-1	195-0	199-7	172-1	159-1	167-5	194-8	204-2
Aug. 1, 1948.....	200-9	190-0	161-4	196-8	183-0	206-3	203-3	179-5	165-9	169-7	206-7	212-6
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Oct. 1, 1948.....	203-3	192-8	164-6	205-7	178-0	205-8	208-3	180-8	167-3	171-1	207-5	214-8
Nov. 1, 1948.....	203-6	194-9	160-4	207-7	180-8	207-1	208-6	180-3	168-6	167-9	206-1	212-2
Dec. 1, 1948.....	204-3	197-8	156-2	209-9	184-9	207-5	210-4	180-9	169-3	167-0	207-6	206-1
Jan. 1, 1949.....	196-0	177-2	151-8	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	193-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	190-2	201-8	165-6	156-4	145-9	192-3	179-6
Apr. 1, 1949.....	187-6	167-4	163-0	173-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-9
May 1, 1949.....	189-1	163-3	139-8	170-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-7
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-8
July 1, 1949.....	198-9	179-2	152-8	182-5	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	199-1	177-2	157-7	183-5	170-4	198-4	205-3	185-1	170-5	169-1	217-7	212-2
Relative Weight of Employment by Provinces and Economic Areas as at August 1, 1949.....	100-0	6-7	0-2	3-8	2-7	29-0	41-9	12-5	5-5	2-4	4-6	9-9

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4.—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.							
				Employment				Payrolls			
	Aug. 1 1949	July 1 1949	Aug. 1 1948	Aug. 1 1949	July 1 1949	Aug. 1 1948	Aug. 1 1949	Aug. 1 1949	July 1 1949	Aug. 1 1948	Aug. 1 1948
	\$	\$	\$								
Manufacturing	44.07	44.09	41.45	122-6	123-5	122-9	208-2	209-8		196-1	
Animal products—edible.....	42.51	42.33	38.66	148-8	143-4	148-5	248-9	238-9		230-5	
Fur and products.....	40.07	39.12	39.01	137-7	141-6	136-0	206-3	206-9		198-4	
Leather products.....	32.16	31.76	29.86	108-6	109-6	105-2	184-4	183-7		164-7	
Boots and shoes.....	30.86	30.22	28.41	111-1	112-8	104-8	193-0	192-0		167-6	
Lumber and its products.....	38.97	39.21	35.60	126-6	126-9	127-8	228-0	229-9		216-0	
Rough and dressed lumber.....	40.18	40.72	36.52	124-4	124-4	127-1	234-9	238-1		218-2	
Furniture.....	37.97	37.67	34.55	152-7	151-8	137-5	213-0	210-1		197-5	
Other lumber products.....	35.77	35.63	33.48	144-9	146-3	148-4	233-7	235-0		226-8	
Plant products—edible.....	36.51	36.28	34.03	141-7	142-7	145-2	238-2	240-4		235-0	
Pulp and paper products.....	49.91	50.00	48.19	134-0	133-9	145-0	241-4	240-8		257-3	
Pulp and paper.....	56.86	56.77	56.57	164-6	166-6	153-5	272-8	273-4		247-2	
Paper products.....	46.39	47.03	42.69	143-1	145-0	140-9	222-3	228-6		201-8	
Printing and publishing.....	44.00	44.65	43.70	122-1	122-5	129-2	229-1	233-3		240-9	
Rubber products.....	34.21	33.51	31.57	112-4	114-4	109-6	200-9	200-2		180-8	
Textile products.....	34.21	33.51	31.57	108-6	109-2	110-8	216-1	214-1		198-4	
Thread, yarn and cloth.....	37.39	36.73	33.84	91-4	92-1	91-6	171-9	172-4		159-4	
Cotton yarn and cloth.....	37.48	36.44	32.62	100-3	103-8	109-3	210-1	211-4		199-7	
Woolen yarn and cloth.....	38.75	38.06	35.08	148-3	144-8	143-4	309-9	297-3		271-4	
Artificial silk and silk goods.....	31.24	29.70	28.10	108-7	110-7	116-0	187-1	181-2		179-9	
Hosiery and knit goods.....	31.69	31.11	29.87	124-3	127-7	111-1	203-7	205-4		172-9	
Garments and personal furnishings.....	36.55	36.27	34.53	91-8	93-9	91-8	165-9	168-4		153-6	
Other textile products.....	41.26	41.32	36.89	110-2	113-9	108-5	253-2	262-2		222-9	
Tobacco.....	48.38	47.68	44.91	188-2	185-9	178-7	307-2	299-0		270-8	
Beverages.....	47.72	47.43	44.74	98-3	99-0	97-2	172-4	172-6		161-0	
Chemicals and allied products.....	45.01	44.69	42.17	147-6	149-4	148-3	270-2	271-4		249-7	
Clay, glass and stone products.....	48.16	48.50	45.67	175-1	171-2	159-9	268-0	264-0		230-8	
Electric light and power.....	47.76	47.68	43.26	163-0	163-6	162-5	291-5	292-1		261-6	
Electrical apparatus.....	48.92	49.57	46.31	107-8	109-4	109-3	173-4	178-2		166-3	
Iron and steel products.....	52.32	52.18	49.76	139-4	143-0	145-1	197-9	202-5		195-2	
Crude, rolled and forged products.....	47.08	46.49	43.87	111-1	115-2	115-9	182-6	187-0		177-0	
Machinery (other than vehicles).....	45.58	49.54	47.33	190-0	198-9	206-8	320-4	364-5		370-1	
Agricultural implements.....	50.80	51.81	48.41	103-6	103-0	95-9	162-0	164-3		142-9	
Land vehicles and aircraft.....	53.36	55.03	46.94	120-8	120-2	107-5	167-8	172-2		131-3	
Automobiles and parts.....	46.24	47.52	42.80	74-2	76-8	110-6	114-4	121-7		158-0	
Steel shipbuilding and repairing.....	43.08	43.41	40.63	150-1	148-4	142-4	244-7	243-8		219-1	
Iron and steel fabrications (n.e.s.).....	48.61	48.69	45.24	100-5	100-4	104-7	205-2	205-3		195-0	
Foundry and machine shop products.....	45.90	46.04	44.69	89-2	91-2	96-3	195-6	200-5		189-1	
Other iron and steel products.....	46.15	46.32	42.79	96-3	99-3	98-0	162-3	168-0		154-7	
Non-ferrous metal products.....	49.31	48.41	46.18	114-8	115-8	120-8	209-9	207-9		202-3	
Non-metallic mineral products.....	52.50	53.38	51.65	128-5	122-6	125-5	230-7	223-7		222-3	
Miscellaneous.....	37.23	38.26	35.22	154-3	155-1	137-0	256-2	264-6		222-6	
Logging	40.59	41.65	38.67	107-1	121-9	141-5	216-0	252-3		274-3	
Mining	51.44	51.37	49.65	103-6	100-5	101-4	166-7	161-6		157-4	
Coal.....	50.31	48.27	50.15	95-3	95-4	95-0	188-5	180-9		187-2	
Metallic ores.....	54.09	54.86	52.04	91-3	91-6	89-6	136-2	138-5		128-6	
Non-metallic minerals (except coal).....	46.72	46.50	43.17	174-4	149-4	166-4	300-7	256-5		265-0	
Communications	40.75	40.46	38.41	206-6	201-3	190-1	304-9	295-0		265-2	
Telegraphs.....	45.42	45.67	45.96	130-0	126-9	127-9	231-6	227-6		230-7	
Telephones.....	39.86	39.47	36.78	226-8	220-7	208-7	323-6	311-9		274-8	
Transportation	51.51	51.17	50.39	147-4	146-0	146-7	231-6	227-9		225-8	
Street railways, cartage and storage.....	46.39	45.84	43.68	150-0	157-3	154-6	252-8	247-2		231-8	
Steam railway operations.....	57.67	56.45	57.59	137-1	135-2	136-8	218-3	210-7		217-5	
Shipping and stevedoring.....	43.66	46.42	42.34	146-5	147-4	153-1	246-2	263-5		249-7	
Construction and Maintenance	41.36	40.85	38.43	139-9	134-5	149-5	251-1	238-6		219-3	
Building.....	44.59	43.27	42.04	181-1	175-5	165-0	282-4	265-6		240-4	
Highway.....	36.89	36.60	32.93	120-1	114-7	160-6	229-7	217-6		273-8	
Railway.....	41.02	42.29	43.97	103-4	98-6	103-3	213-9	210-4		228-8	
Services (as indicated below)	27.76	27.91	25.81	157-8	154-1	156-0	261-4	259-5		243-8	
Hotels and restaurants.....	25.82	25.96	24.43	166-7	161-6	168-8	284-7	277-5		273-1	
Personal (chiefly laundries).....	28.46	28.83	28.70	132-8	133-1	135-2	211-5	214-6		204-6	
Trade	37.56	37.36	35.19	145-0	145-2	139-9	228-3	227-4		207-0	
Retail.....	35.23	35.07	33.01	140-6	141-7	136-6	226-3	227-0		206-3	
Wholesale.....	43.20	43.06	40.53	160-1	157-6	152-1	232-5	228-2		208-4	
Eight Leading Industries	43.06	42.98	40.66	130-4	130-3	131-6	217-7	217-0		207-2	
Finance	41.50	41.64	39.65	145-3	145-2	140-5	207-9	208-4		191-9	
Banks and trust companies.....	37.05	37.10	34.92	155-4	155-3	149-2	221-1	221-2		199-5	
Brokerage and stock market.....	48.05	48.23	47.05	149-7	152-2	159-4	207-9	212-2		217-2	
Insurance.....	47.33	47.59	45.64	132-1	132-7	127-8	194-7	195-3		181-9	
Nine Leading Industries	42.99	42.92	40.62	130-9	130-8	131-9	217-3	216-6		206-7	

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation*, D.B.S.

Industries	Aug. 1, 1949				July 1, 1949		Aug. 1, 1948	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	836,088	236,948	77.9	22.1	77.7	23.3	78.3	21.7
Animal products—edible.....	32,193	8,893	78.4	21.6	79.2	20.8	79.2	20.8
Fur and products.....	2,530	1,438	66.3	33.7	66.1	33.9	63.5	36.5
Leather and shoes.....	15,996	12,029	61.2	38.8	61.4	38.6	61.3	38.7
Boots and shoes.....	11,526	8,660	57.1	42.9	57.4	42.6	57.6	42.4
Lumber and products.....	78,644	6,406	92.5	7.5	92.3	7.7	92.5	7.5
Rough and dressed lumber.....	50,143	2,464	95.3	4.7	95.2	4.8	95.2	4.8
Furniture.....	16,299	1,932	89.4	10.6	89.1	10.9	90.0	10.0
Other lumber products.....	12,202	2,010	85.9	14.1	85.8	14.2	86.1	13.9
Plant products—edible.....	41,945	21,125	66.5	33.5	67.1	32.9	67.2	32.8
Pulp and paper products.....	92,745	22,290	80.6	19.4	80.5	19.5	81.1	18.9
Pulp and paper.....	48,463	2,612	94.9	5.1	94.9	5.1	95.3	4.7
Paper products.....	13,318	7,476	64.0	36.0	63.7	36.3	65.8	34.2
Printing and publishing.....	30,964	12,202	71.7	28.3	71.9	28.1	71.1	28.9
Rubber products.....	15,649	5,087	75.5	24.5	75.6	24.4	74.7	25.3
Textile products.....	73,417	84,091	46.6	53.4	45.8	54.2	46.5	53.5
Thread, yarn and cloth.....	37,332	20,552	64.5	35.5	64.0	36.0	62.2	37.8
Cotton yarn and cloth.....	13,882	8,648	61.6	38.4	61.4	38.6	60.5	39.5
Woolen yarn and cloth.....	8,193	5,539	59.7	40.3	58.1	41.9	57.2	42.8
Artificial silk and silk goods.....	11,425	4,957	69.7	30.3	70.1	29.9	67.1	32.9
Hosiery and knit goods.....	8,430	15,050	35.9	64.1	35.6	64.4	35.1	64.9
Garments and personal furnishings.....	18,890	41,093	31.5	68.5	30.4	69.6	32.2	67.8
Other textile products.....	8,765	7,396	54.2	45.8	54.0	46.0	55.1	44.9
Tobacco.....	4,094	5,705	41.8	58.2	42.1	57.9	42.0	58.0
Beverages.....	19,489	2,307	89.4	10.6	89.1	10.9	88.4	11.6
Chemicals and allied products.....	32,835	10,410	75.9	24.1	75.9	24.1	76.8	23.2
Clay, glass and stone products.....	20,019	2,451	89.1	10.9	89.0	11.0	87.8	12.2
Electric light and power.....	31,740	4,291	88.1	11.9	87.9	12.1	88.4	11.6
Electrical apparatus.....	37,614	14,139	72.7	27.3	71.7	28.3	72.8	27.2
Iron and steel products.....	267,073	21,844	92.4	7.6	92.4	7.6	92.9	7.1
Crude, rolled and forged products.....	36,246	1,702	95.5	4.5	95.5	4.5	96.3	3.7
Machinery (other than vehicles).....	24,557	3,381	87.9	12.1	88.3	11.7	88.8	11.2
Agricultural implements.....	16,147	995	94.2	5.8	94.2	5.8	94.6	5.4
Land vehicles and aircraft.....	111,355	6,413	94.6	5.4	94.4	5.6	94.7	5.3
Automobiles and parts.....	42,500	4,813	89.8	10.2	89.7	10.3	89.6	10.4
Steel shipbuilding and repairing.....	14,121	531	96.4	3.6	96.5	3.5	97.1	2.9
Heating appliances.....	7,919	496	94.1	5.9	93.7	6.3	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,474	876	92.3	7.7	92.2	7.8	92.4	7.6
Foundry and machine shop products.....	8,138	402	95.3	4.7	95.3	4.7	95.3	4.7
Other iron and steel products.....	38,116	7,048	84.4	15.6	84.5	15.5	85.1	14.9
Non-ferrous metal products.....	40,775	6,101	87.0	13.0	87.0	13.0	86.0	14.0
Non-metallic mineral products.....	14,822	1,422	91.2	8.8	91.5	8.5	91.5	8.5
Miscellaneous.....	11,208	6,916	61.8	38.2	61.7	38.3	60.8	39.2
Logging	49,799	863	98.3	1.7	98.4	1.6	98.2	1.8
Mining	84,331	1,984	97.7	2.3	97.6	2.4	97.8	2.2
Coal.....	23,815	236	90.0	1.0	90.0	1.0	90.0	1.0
Metallic ores.....	42,682	903	97.9	2.1	98.0	2.0	98.1	1.9
Non-metallic minerals (except coal).....	17,834	845	95.5	4.5	94.4	5.6	95.3	4.7
Communications	25,865	28,669	47.4	52.6	47.7	52.3	47.1	52.9
Telegraphs.....	7,210	1,637	81.5	18.5	81.6	18.4	80.4	19.6
Telephones.....	17,528	26,635	39.7	60.3	40.0	60.0	39.5	60.5
Transportation	177,837	11,695	93.8	6.2	93.9	6.1	93.9	6.1
Street railways, cartage and storage.....	58,761	4,423	93.0	7.0	93.1	6.9	93.1	6.9
Steam railway operation.....	88,436	5,478	94.2	5.8	94.1	5.9	93.9	6.1
Shipping and stevedoring.....	30,640	1,797	94.5	5.5	94.6	5.4	95.3	4.7
Construction and Maintenance	253,573	4,774	98.2	1.8	98.1	1.9	98.3	1.7
Building.....	122,749	3,131	97.5	2.5	97.4	2.6	97.4	2.6
Highway.....	86,222	1,526	98.3	1.7	98.2	1.8	98.6	1.4
Railway.....	44,602	117	99.7	0.3	99.7	0.3	99.7	0.3
Services (as specified below)	36,358	38,804	48.4	51.6	48.5	51.5	48.0	52.0
Hotels and restaurants.....	24,762	24,842	49.9	50.1	50.3	49.7	50.3	49.7
Personal (chiefly laundries).....	7,914	12,723	38.3	61.7	38.5	61.5	43.3	56.7
Trade	178,699	107,589	62.4	37.6	61.8	38.2	61.2	38.8
Retail.....	114,780	87,898	56.6	43.4	55.7	44.3	55.0	45.0
Wholesale.....	63,919	19,691	76.4	23.6	76.8	23.2	76.2	23.8
Eight Leading Industries	1,642,550	431,329	79.2	20.8	79.0	21.0	79.7	20.3
Finance	47,114	42,123	52.8	47.2	52.9	47.1	53.3	46.7
Banks and trust companies.....	25,096	15,773	49.3	50.7	49.5	50.5	50.0	50.0
Brokerage and stock market operations.....	2,290	1,211	65.4	34.6	64.9	35.1	65.6	34.4
Insurance.....	19,728	15,139	56.6	43.4	56.7	43.3	56.8	43.2
All Industries	1,689,664	473,452	78.1	21.9	77.9	22.1	78.7	21.3

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Aug. 1, 1945.....	44.3	44.7	43.7	69.5	76.9	60.7
Aug. 1, 1946.....	43.0	43.2	42.8	70.0	75.8	64.4
Aug. 1, 1947.....	42.5	42.6	42.3	81.3	87.7	74.8
Aug. 1, 1948.....	42.1	42.0	42.1	92.7	99.8	85.6
Sept. 1, 1948.....	41.7	42.0	41.5	93.4	100.9	85.8
Oct. 1, 1948.....	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.0	41.7	98.9	106.6	91.1

*The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURINGSOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures (1)		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Aug. 1, 1945.....	32.65	30.79	35.67	34.37	29.33	26.53
Aug. 1, 1946.....	32.53	30.10	34.62	32.75	30.68	27.56
Aug. 1, 1947.....	36.85	34.55	39.26	37.36	34.65	31.64
Aug. 1, 1948.....	41.32	39.03	44.00	41.92	38.83	36.04
Sept. 1, 1948.....	41.33	38.95	44.44	42.38	38.46	35.61
Oct. 1, 1948.....	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948.....	43.69	41.47	46.88	45.18	40.52	37.80
*Jan. 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.93	41.44	46.93	44.77	41.18	37.99

¹ Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	Aug. 1, 1949	July 1, 1949	Aug. 1, 1948	Aug. 1, 1949	July 1, 1949	Aug. 1, 1948
Nova Scotia.....	42.9	43.1	44.2	90.0	88.1	84.0
New Brunswick.....	45.0	44.4	44.8	87.5	88.3	84.8
Quebec.....	43.0	42.1	43.6	89.8	90.7	84.6
Ontario.....	41.5	41.8	41.4	103.6	103.3	97.0
Manitoba.....	42.5	42.7	42.3	96.0	95.6	91.4
Saskatchewan.....	42.5	42.7	41.5	101.6	100.4	93.9
Alberta.....	41.6	42.4	41.9	100.1	100.3	93.0
British Columbia.....	37.8	38.4	37.9	118.4	118.5	108.9
Montreal.....	41.1	40.8	40.5	94.8	95.7	88.4
Toronto.....	40.2	40.6	40.5	102.0	102.2	96.6
Hamilton.....	40.7	41.7	42.1	112.3	111.8	104.1
Winnipeg.....	42.2	42.2	42.0	94.8	94.5	90.4
Vancouver.....	37.4	37.8	36.9	116.9	117.0	106.6

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages		
	Aug. 1, 1949	July 1, 1949	Aug. 1, 1948	Aug. 1, 1949	July 1, 1949	Aug. 1, 1948	Aug. 1, 1949	July 1, 1949	Aug. 1, 1948
	No.	No.	No.	cts.	cts.	cts.	\$	1, 1949	\$
Manufacturing	41-9	41-8	42-1	98-9	99-1	92-7	41.44	41.42	39.03
*Durable manufactured goods.....	42-0	42-4	42-0	106-6	106-7	99-8	44.77	45.24	41.92
Non-durable manufactured goods.....	41-7	41-2	42-1	91-1	91-3	85-6	37.99	37.62	36.04
Animal products—edible.....	42-8	43-4	43-4	94-2	93-1	85-0	40.32	40.41	36.89
Dairy products.....	47-0	47-7	48-3	74-5	74-0	71-1	35.02	35.30	34.34
Meat products.....	42-7	43-3	42-5	103-7	104-3	93-9	44.28	45.16	39.91
Leather products.....	39-4	38-4	38-7	74-9	75-4	70-6	29.51	28.95	27.32
Leather boots and shoes.....	39-0	37-6	38-2	72-3	72-6	67-6	28.20	27.30	25-82
*Lumber products.....	41-3	41-5	41-3	89-6	90-2	82-6	37.00	37.43	34.11
Rough and dressed lumber.....	41-0	41-7	40-8	93-6	94-3	86-1	38.38	39.32	35.13
Containers.....	43-0	42-5	43-4	79-0	79-8	72-9	33.97	33.92	31.64
*Furniture.....	41-2	40-8	41-3	86-6	86-4	79-0	35.68	35.25	32.92
*Musical instruments.....	42-3	42-8	44-2	81-8	84-6	75-0	34.60	36.21	34.48
Plant products—edible.....	42-3	41-4	42-0	76-7	76-7	71-4	32.44	31.75	29.99
Flour and other milled products.....	45-3	45-6	46-6	93-8	94-2	88-4	42.49	42.96	41.19
Flour and vegetable preserving.....	38-9	37-4	38-2	71-5	71-1	66-1	27.81	26.59	25.25
Bread and bakery products.....	44-3	44-2	43-9	78-4	78-2	73-9	34.73	34.56	32.44
Chocolate and cocoa products.....	41-0	40-1	41-5	67-8	68-8	62-8	27.80	27.59	26.06
Pulp and paper products.....	44-7	44-6	45-5	108-2	108-7	103-9	48.37	48.48	47.27
Pulp and paper.....	45-1	47-8	49-3	113-5	113-6	111-4	54.59	54.30	54.92
Paper products.....	42-4	41-8	42-5	85-0	85-4	81-7	36.04	35.70	34.72
Printing and publishing.....	40-2	40-8	40-4	112-7	114-0	102-2	45.31	46.01	41.29
Rubber products.....	39-4	39-9	40-8	104-5	105-5	101-5	41.17	42.99	41.41
Textiles—all branches.....	39-4	38-3	39-8	80-0	80-0	73-0	31.52	30.64	29.05
Thread, yarn and cloth.....	41-8	40-8	42-1	84-3	84-1	75-3	35.24	34.31	31.70
Cotton yarn and cloth.....	40-5	40-4	42-9	85-1	84-9	74-3	34.47	34.30	31.87
Woolen yarn and cloth.....	43-5	41-9	42-3	80-3	80-4	72-4	34.93	33.69	30.63
Silk and artificial silk goods.....	42-4	40-8	40-2	86-6	86-4	79-8	36.72	35.25	32.08
Hosiery and knit goods.....	39-2	36-9	39-5	74-1	74-0	67-9	29.05	27.31	26.82
Garments and personal furnishings.....	36-3	35-4	36-6	76-2	76-3	71-2	27.66	27.01	26.06
Tobacco.....	43-3	43-1	42-8	86-9	87-1	81-8	37.63	37.54	35.01
Beverages.....	44-2	43-5	44-3	98-0	98-4	91-8	43.32	42.80	40.67
Distilled and malt liquor.....	43-4	42-0	43-5	105-3	105-6	97-3	45.70	44.35	42.33
Chemicals and allied products.....	43-2	43-1	43-3	99-4	98-9	93-3	42.94	42.63	40.40
Drugs and medicines.....	40-7	41-0	40-4	82-3	82-4	76-6	33.50	33.78	30.95
*Clay, glass and stone products.....	44-5	43-9	44-1	96-6	97-6	91-9	42.99	42.85	40.53
Glass products.....	44-9	43-9	43-7	93-0	92-7	89-3	41.29	40.70	39.02
Lime, gypsum and cement products.....	46-0	45-6	45-1	98-2	98-3	90-2	45.17	44.82	40.68
*Electrical apparatus.....	39-9	40-2	39-0	110-6	110-3	98-9	44.13	44.34	38.57
Heavy electrical apparatus.....	43-1	42-1	42-6	120-6	120-4	106-6	51.98	50.69	45.41
*Iron and steel products.....	42-2	42-9	42-4	111-9	111-7	105-2	47.22	47.22	44.60
Crude, rolled and forged products.....	43-5	43-9	44-7	116-9	115-2	109-2	50.85	50.57	48.81
Primary iron and steel.....	43-9	44-7	45-3	118-6	116-7	111-3	52.02	52.16	50.42
Machinery (other than vehicles).....	42-6	42-1	43-4	104-3	104-4	95-7	44.43	43.95	41.53
Agricultural implements.....	38-1	42-1	41-7	113-5	114-8	110-6	43.24	43.33	46.12
Land vehicles and aircraft.....	42-6	43-7	41-8	116-8	116-5	111-7	49.76	50.91	46.69
Railway rolling stock.....	43-6	44-6	44-8	112-4	112-1	110-9	49.01	50.00	49.68
Automobiles and parts.....	41-3	42-8	38-1	124-2	124-2	115-5	51.29	53.16	44.01
Aeroplanes and parts.....	43-3	44-0	43-3	105-5	103-8	98-2	45.68	45.67	42.52
Steel shipbuilding and repairing.....	41-1	41-1	41-0	109-7	112-0	101-9	45.09	46.03	41.78
Iron and steel fabrication n.e.s.....	41-6	42-2	42-0	106-0	106-2	100-0	44.10	44.82	42.00
Hardware, tools and cutlery.....	41-8	42-4	41-3	97-7	97-0	92-3	40.84	41.13	38.12
Foundry and machine shop products.....	40-9	41-1	42-9	109-1	109-0	102-3	44.62	44.80	43.89
Sheet metal work.....	42-9	42-8	41-6	101-2	101-2	94-7	43.41	43.31	39.40
*Non-ferrous metal products.....	43-4	42-3	42-5	107-5	106-8	102-1	46.66	45.18	43.39
Smelting and refining.....	45-0	44-7	43-5	115-8	115-4	115-9	52.11	51.58	50.42
Aluminum and its products.....	43-1	38-1	44-3	100-5	98-7	101-6	43.32	37.60	45.01
Brass and copper manufacturing.....	41-4	40-7	40-1	105-4	104-0	96-3	43.64	42.33	38.62
Non-metallic mineral products.....	41-3	41-8	42-5	114-8	118-0	110-6	48.90	49.32	47.01
Petroleum and its products.....	40-4	40-8	41-4	126-0	126-0	120-0	50.90	51.41	49.68
Miscellaneous manufactured products.....	40-1	40-6	41-1	86-1	86-4	80-4	34.53	35.08	33.04
Mining	42-9	42-6	42-9	116-3	116-6	113-5	49.89	49.67	48.69
Coal.....	39-0	37-8	39-5	127-4	125-8	125-8	49.69	47.55	49.69
Metallic ores.....	45-0	45-5	44-6	115-8	116-0	113-4	52.11	52.78	50.58
Non-metallic minerals (except coal).....	43-0	41-8	43-7	101-9	103-0	95-5	43.82	43.05	41.73
Local Transportation	45-5	45-4	45-4	101-9	99-5	95-1	46.36	45.17	43.18
Building Construction	40-9	39-1	40-8	106-6	107-2	101-6	43.60	41.92	41.45
Highway Construction	40-7	39-9	35-8	84-5	84-9	77-5	34.39	33.88	27.75
Services (as indicated below).....	42-2	42-3	42-4	63-3	63-8	58-4	26.71	26.99	24.76
Hotels and restaurants.....	43-1	43-1	43-4	62-2	62-5	57-7	26.81	26.94	25.04
Personal (chiefly laundries).....	40-1	40-7	40-3	65-9	66-4	60-1	26.43	27.02	24.22

*Industries classed in the durable manufactured goods industries.

¹Since 1941, the Dominion Bureau of Statistics has prepared current index of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—June 1, 1949, 227.7; July 1, 1949, 228.5; Aug. 1, 1949, 228.8; at Aug. 1, 1948, the index was 202.1.

²Chiefly street and electric railways.

³For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA

(SOURCE: Hours Worked and Hourly and Weekly Wages, D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
Week preceding—		cts.	\$			
January 1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February 1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March 1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April 1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May 1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June 1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July 1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August 1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September 1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October 1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November 1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December 1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January 1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February 1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March 1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April 1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May 1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June 1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July 1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August 1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September 1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October 1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November 1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December 1, 1946.....	43.2	74.5	32.13	106.5	102.8	103.6
January 1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February 1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March 1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April 1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May 1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June 1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July 1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August 1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September 1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October 1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November 1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December 1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January 1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February 1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March 1, 1948.....	43.2	88.0	38.02	125.8	120.0	103.1
April 1, 1948.....	43.2*	80.0	38.45*	127.2	122.7	103.7
May 1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June 1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July 1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August 1, 1948.....	42.1	92.7	39.02	129.2	127.4	101.4
September 1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October 1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November 1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December 1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January 1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February 1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March 1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April 1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May 1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June 1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July 1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August 1, 1949(1).....	41.9	98.9	41.44	137.1	131.7	104.1

NOTE:—Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours \$41.91.

(1) Latest figures subject to revision.

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(SOURCE: Form UIC 757)

Month		Unfilled Vacancies			Unplaced Applicants		
		Male	Female	Total	Male	Female	Total
October	1945.....	113,840	39,415	153,255	95,576	33,091	128,667
October	1946.....	95,814	45,820	141,634	111,219	31,040	142,259
October	1947.....	73,892	35,430	109,322	58,736	28,585	87,321
October	1948.....	41,047	22,870	63,917	53,725	30,607	87,332
November	1948.....	31,856	18,595	50,451	67,569	34,280	101,849
December	1948.....	17,841	16,808	34,649	92,144	37,408	129,552
January	1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February	1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March	1949.....	10,187	13,544	23,731	209,866	51,898	261,764
April	1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May	1949.....	21,673	21,840	43,513	158,794	44,332	203,726
June	1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July	1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August	1949.....	18,043	19,213	37,256	97,154	42,090	139,244
September	1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October	1949(1).....	20,837	20,629	41,466	101,504	41,543	143,047

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 1, 1949

(SOURCE: Form UIC 751)

Industry	Male	Female	Total	Change from July 28, 1949	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	1,318	622	1,940	+301	+18.4
Logging.....	453	4	457	-402	-46.8
Pulpwood.....	183	—	183	-264	-59.1
Lumber.....	250	4	254	-109	-30.0
Other logging.....	20	—	20	-29	-59.2
Mining.....	788	23	811	-25	-3.0
Coal.....	219	—	219	+121	+123.5
Metallic ores—					
Iron.....	71	2	73	-34	-31.8
Gold.....	278	7	285	-178	-38.5
Nickel.....	125	—	125	+114	+1036.4
Other metallic ores and non-metallic minerals.....	76	9	85	-20	-19.1
Prospecting and oil producing.....	19	5	24	-28	-53.9
Manufacturing.....	4,506	7,180	11,686	+2,738	+30.6
Food and kindred products.....	684	882	1,566	+511	+48.4
Textiles, apparel, etc.....	545	4,041	4,586	+932	+25.5
Lumber and finished lumber products.....	673	154	827	+90	+13.1
Pulp and paper products and printing.....	510	401	911	+239	+35.6
Chemicals and allied products.....	169	216	385	+154	+66.7
Products of petroleum and coal.....	31	11	42	-21	-33.3
Rubber products.....	91	54	145	+82	+130.2
Leather and products.....	161	519	680	+242	+55.3
Stone, clay and glass products.....	207	63	270	+102	+60.7
Iron and steel and products.....	324	95	419	+57	+15.7
Non-ferrous metals and products.....	246	235	481	+156	+48.0
Machinery.....	229	68	297	+87	+41.4
Electrical equipment and products.....	176	130	306	-48	-13.6
Transportation equipment and other manufacturing.....	460	311	771	+149	+24.0
Construction.....	3,863	53	3,916	+567	+16.9
Transportation and Storage.....	1,421	107	1,528	-69	-4.3
Communications, and Other Public Utilities.....	305	258	563	+60	+11.9
Trade.....	2,931	2,938	5,869	+1,410	+31.6
Wholesale.....	935	547	1,482	+112	+8.2
Retail.....	1,996	2,391	4,387	+1,298	+42.0
Finance, Insurance, Real Estate.....	993	949	1,942	+187	+10.7
Service.....	3,351	10,477	13,828	+406	+3.0
Public.....	907	452	1,359	+123	+10.0
Domestic.....	96	5,037	5,133	+509	+11.0
Personal.....	1,291	4,518	5,809	-133	-2.2
Other service.....	1,057	470	1,527	-93	-5.8
All Industries.....	19,929	22,611	42,540	+5,173	+13.8

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 1, 1949

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	879	339	1,218	3,981	928	4,909
Clerical Workers.....	1,567	3,047	5,214	5,693	11,655	17,348
Sales Workers.....	2,115	1,453	3,568	3,091	5,786	8,877
Personal and Domestic Service Workers.....	1,119	9,608	10,727	8,677	6,270	14,947
Seamen.....	70	1	71	1,153	6	1,159
Agriculture and Fishing.....	1,302	84	1,386	2,087	318	2,405
Skilled and Semiskilled Workers.....	7,218	4,429	11,647	34,327	6,440	40,767
Food and kindred products.....	147	52	199	536	376	912
Textiles, clothing, etc.....	249	3,286	3,535	1,143	3,510	4,653
Lumber and wood products.....	626	.....	626	2,015	88	2,103
Pulp, paper and printing.....	212	62	274	660	256	916
Leather and products.....	76	280	356	588	223	811
Stone, clay and glass products.....	39	7	46	88	22	110
Metalworking.....	705	67	772	5,817	296	6,113
Electrical.....	111	65	176	935	250	1,185
Transportation equipment, n.e.c.....	17	.....	17	374	57	431
Mining.....	471	.....	471	480	.....	480
Construction.....	2,013	.....	2,013	7,337	1	7,338
Transportation (except seamen).....	792	3	795	5,223	26	5,249
Communications and public utility.....	52	.....	52	218	2	220
Trade and service.....	255	418	673	794	432	1,226
Other skilled and semiskilled.....	1,241	127	1,368	5,471	732	6,203
Foremen.....	55	7	62	703	126	829
Apprentices.....	157	55	212	1,945	43	1,988
Unskilled Workers.....	5,670	3,059	8,729	38,675	8,264	46,939
Food and tobacco.....	298	733	1,031	546	1,055	1,601
Lumber and lumber products.....	337	52	389	1,645	245	1,890
Metalworking.....	186	122	308	1,907	133	2,040
Construction.....	1,680	.....	1,680	4,581	2	4,583
Other unskilled workers.....	3,169	2,152	5,321	29,996	6,829	36,825
Total.....	19,940	22,620	42,560	97,634	39,667	137,351

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF AUGUST, 1949

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	2,222	2,022	1,740
Logging.....	367	232	178
Mining.....	353	317	223
Manufacturing.....	5,854	5,146	3,374
Food and kindred products.....	1,245	1,159	770
Textiles, apparel, etc.....	1,148	757	469
Lumber and finished lumber products.....	609	581	404
Pulp and paper products and printing.....	438	368	235
Chemicals and allied products.....	245	235	146
Products of petroleum and coal.....	45	45	28
Rubber products.....	90	57	38
Leather and products.....	194	150	88
Stone, clay and glass products.....	209	205	133
Iron and steel and products.....	333	335	219
Non-ferrous metals and products.....	301	252	187
Machinery.....	208	207	133
Electrical equipment and products.....	232	237	136
Transportation equipment and other manufacturing.....	557	558	388
Construction.....	3,610	3,478	2,641
Transportation and storage.....	1,182	1,115	878
Communications, and Other Public Utilities.....	241	211	151
Trade.....	2,900	2,996	1,685
Finance, Insurance, Real Estate.....	400	381	191
Service.....	6,054	5,311	3,745
All industries.....	23,183	21,209	14,806

**TABLE D-5—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS, JULY 29 TO SEPTEMBER 1, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland	146	52	2,433	136	77	11	6,247
Corner Brook.....	38	18	247	18	16	.....	870
Grand Falls.....	.....	.....	306	.....	.....	.....	911
St. John's.....	108	34	1,880	118	61	11	4,466
Prince Edward Island	443	209	583	345	256	31	1,017
Charlottetown.....	310	130	400	256	182	23	635
Summerside.....	133	79	183	89	74	8	382
Nova Scotia	2,500	1,092	5,704	2,829	1,338	469	8,072
Amherst.....	54	15	174	46	42	.....	264
Bridgewater.....	44	15	150	41	28	8	246
Halifax.....	1,308	750	2,161	1,331	563	255	2,692
Inverness.....	14	3	110	11	11	.....	133
Kentville.....	122	118	418	135	62	10	647
Liverpool.....	33	12	123	22	18	1	157
New Glasgow.....	394	33	731	488	288	90	800
Springhill.....	9	.....	75	9	8	2	134
Sydney.....	343	71	1,207	496	219	99	2,119
Truro.....	155	68	357	229	80	4	390
Yarmouth-Shelburne.....	24	7	198	21	19	.....	460
New Brunswick	2,677	886	6,134	2,620	1,530	490	8,344
Bathurst.....	16	8	177	10	1	5	411
Campbellton.....	98	22	328	118	48	28	557
Edmundston.....	103	3	1,584	113	96	.....	1,605
Fredericton.....	181	108	260	177	99	11	335
Minto.....	72	4	235	91	67	.....	338
Moncton.....	888	279	1,438	904	547	147	1,705
Newcastle.....	101	12	241	87	65	.....	420
Saint John.....	630	282	1,322	565	385	58	2,255
St. Stephen.....	409	92	521	438	146	221	501
Sussex.....	48	9	95	50	33	5	87
Woodstock.....	131	67	124	67	43	15	130
Quebec	21,171	9,659	34,777	19,361	11,709	812	41,448
Asbestos.....	120	73	107	93	46	.....	446
Beauharnois.....	187	31	182	92	96	.....	267
Buckingham.....	118	54	187	138	101	1	301
Causapscal.....	13	23	187	17	9	.....	233
Chandler.....	52	6	148	51	62	3	238
Chicoutimi.....	170	63	584	177	93	15	785
Dolbeau.....	11	.....	71	18	11	.....	128
Drummondville.....	151	50	506	120	59	.....	1,122
Farnham.....	70	47	104	57	45	.....	219
Granby.....	124	28	495	156	89	2	672
Hull.....	340	124	856	406	162	2	1,102
Joliette.....	157	73	393	189	64	4	518
Jonquière.....	102	26	295	102	39	1	487
Lachute.....	71	37	151	81	36	.....	229
La Malbaie.....	21	4	59	7	4	.....	134
La Tuque.....	478	50	415	323	424	15	238
Levis.....	117	47	796	143	104	1	1,766
Matane.....	118	95	142	42	29	.....	229
Megantic.....	30	17	172	55	13	.....	210
Mont Laurier.....	53	8	111	58	40	.....	131
Montmagny.....	88	62	222	75	71	.....	388
Montreal.....	13,644	6,930	14,986	10,876	7,016	480	13,436
Port Alfred.....	49	3	108	26	26	.....	193
Quebec.....	1,565	544	4,260	2,224	916	82	5,016
Rimouski.....	47	19	163	56	46	.....	405
Riviere du Loup.....	34	26	167	56	21	1	436
Rouyn.....	265	61	577	411	155	28	301
Ste. Agathe.....	219	52	224	217	163	2	40
Ste. Anne de Bellevue.....	99	39	175	76	49	.....	127
Ste. Therese.....	170	61	199	164	111	.....	181
St. Georges de Beauce.....	157	89	406	45	31	3	501
St. Hyacinthe.....	157	180	423	98	54	14	684
St. Jean.....	266	103	362	255	147	.....	400
St. Jerome.....	167	34	374	156	111	.....	477
St. Joseph d'Alma.....	34	21	207	33	16	1	351
Shawinigan Falls.....	68	20	858	185	70	1	1,409
Sherbrooke.....	852	149	1,650	941	558	82	1,979
Sorel.....	38	10	701	41	23	.....	1,627
Thetford Mines.....	95	36	423	121	71	3	595
Three Rivers.....	388	146	1,033	466	202	46	2,010
Val d'Or.....	158	134	354	166	90	4	301
Valleyfield.....	156	41	377	184	124	.....	555
Victoriaville.....	147	43	467	164	112	21	591

**TABLE D-5—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FIVE WEEKS JULY 29 TO SEPTEMBER 1, 1949—Con.**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario	49,186	19,575	52,814	43,026	25,263	4,892	36,463
Amnrior.....	102	7	162	177	104	7	72
Barrie.....	420	181	487	429	288	4	96
Belleville.....	218	57	434	236	130	45	411
Bracebridge.....	133	24	110	82	71	2	79
Brampton.....	127	61	205	146	74	.....	162
Brantford.....	663	160	993	509	401	9	1,134
Brookville.....	117	11	217	129	95	4	144
Carleton Place.....	24	6	80	31	21	.....	101
Chatham.....	998	281	801	767	602	43	148
Cobourg.....	208	41	247	240	142	25	125
Collingwood.....	132	10	228	135	130	.....	183
Cornwall.....	356	35	741	351	196	34	782
Fort Erie.....	113	14	143	125	99	9	122
Fort Frances.....	145	53	202	105	79	6	136
Fort William.....	527	128	784	544	236	87	606
Galt.....	264	163	307	163	132	.....	328
Gananoque.....	46	8	85	51	16	21	81
Goderich.....	142	103	102	131	89	4	58
Guelph.....	429	118	611	365	166	87	402
Hamilton.....	3,556	1,359	4,670	3,528	1,692	599	3,075
Hawkesbury.....	87	87	256	40	9	.....	262
Ingersoll.....	661	73	678	614	548	28	39
Kapuskasing.....	30	2	48	33	25	.....	39
Kenora.....	55	57	77	33	28	.....	113
Kingston.....	641	194	944	769	447	28	619
Kirkland Lake.....	408	89	539	480	191	118	353
Kitchener-Waterloo.....	964	497	710	734	436	44	267
Leamington.....	306	189	418	446	269	34	106
Lindsay.....	181	29	180	226	168	4	143
Listowel.....	54	32	117	103	34	4	62
London.....	2,897	1,249	2,440	2,594	1,448	214	787
Midland.....	155	61	265	178	100	11	185
Napanee.....	32	8	148	34	22	.....	153
New Toronto.....	897	284	733	671	484	8	514
Niagara Falls.....	467	160	618	443	271	22	442
North Bay.....	522	114	538	441	339	18	259
Orillia.....	277	27	335	283	211	13	318
Oshawa.....	1,203	294	1,533	1,231	816	13	1,160
Ottawa.....	2,075	843	2,601	1,874	973	269	2,207
Owen Sound.....	234	43	381	290	194	22	506
Parry Sound.....	103	19	151	71	60	1	90
Pembroke.....	493	59	545	445	269	.....	168
Perth.....	136	40	183	148	94	8	130
Peterborough.....	355	76	739	437	255	.....	911
Pictou.....	65	31	57	69	58	.....	23
Port Arthur.....	1,131	105	1,077	843	703	141	645
Port Colborne.....	146	60	182	114	69	16	304
Prescott.....	67	20	103	56	42	.....	83
Renfrew.....	132	47	161	155	67	11	102
St. Catharines.....	1,210	218	1,507	1,014	617	252	967
St. Thomas.....	445	171	308	325	215	10	126
Sarnia.....	316	68	517	502	296	7	359
Sault Ste. Marie.....	361	102	478	398	235	3	352
Simcoe.....	647	115	381	339	277	6	62
Sioux-Lookout.....	106	24	90	84	55	10	66
Smiths Falls.....	143	35	252	145	100	10	255
Stratford.....	366	112	371	372	134	129	238
Sturgeon Falls.....	81	11	145	73	58	10	317
Sudbury.....	1,509	431	1,424	1,161	789	159	482
Timmins.....	644	143	805	750	394	135	504
Toronto.....	16,527	9,640	12,772	12,352	6,990	1,618	8,617
Trenton.....	222	59	243	280	156	3	199
Walkerton.....	49	27	105	51	29	.....	178
Wallaceburg.....	338	14	380	339	244	77	134
Welland.....	288	100	731	238	147	18	1,065
Weston.....	357	203	323	284	148	.....	206
Windsor.....	1,688	299	3,274	1,910	885	428	2,852
Woodstock.....	395	204	342	320	201	4	157
Manitoba	10,067	3,362	10,620	9,088	5,443	1,521	5,977
Brandon.....	1,041	487	915	760	627	30	369
Dauphin.....	228	39	202	166	139	15	78
Flin Flon.....	171	81	149	127	71	20	45
Portage la Prairie.....	327	81	325	287	214	6	115
The Pas.....	252	142	73	66	242	2	41
Winnipeg.....	8,048	2,532	8,956	7,682	4,150	1,448	5,329

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS JULY 29 TO SEPTEMBER 1, 1949—Con.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan	7,885	2,450	7,631	7,019	4,391	1,020	2,929
Estevan.....	369	141	241	228	190	.....	52
Moose Jaw.....	466	129	628	472	268	36	401
North Battleford.....	335	83	170	245	204	10	144
Prince Albert.....	665	226	671	580	427	22	339
Regina.....	3,031	708	3,004	3,070	1,779	651	506
Saskatoon.....	1,913	755	1,954	1,589	852	295	1,115
Swift Current.....	98	70	141	101	57	.....	160
Weyburn.....	270	55	203	184	129	.....	49
Yorkton.....	738	283	619	550	485	6	163
Alberta	10,078	3,239	11,130	9,522	5,630	1,400	4,643
Blairmore.....	78	102	84	37	43	.....	94
Calgary.....	4,378	1,239	4,726	4,130	2,597	467	1,840
Drumheller.....	138	23	148	138	137	.....	112
Edmonton.....	4,136	1,289	4,639	4,040	2,015	900	2,000
Edson.....	59	30	55	33	52	.....	57
Lethbridge.....	926	306	1,021	858	582	24	298
Medicine Hat.....	195	119	281	174	140	.....	142
Red Deer.....	168	131	176	112	64	9	100
British Columbia	11,761	3,026	20,175	12,099	6,444	1,302	22,153
Chilliwack.....	338	27	421	341	270	35	414
Courtenay.....	45	17	131	61	34	2	177
Cranbrook.....	251	66	222	242	174	5	83
Dawson Creek.....	146	23	144	138	142	.....	28
Duncan.....	243	57	302	225	152	2	254
Kamloops.....	323	87	343	267	208	.....	105
Kelowna.....	130	47	186	110	47	21	163
Nanaimo.....	170	43	310	194	82	44	395
Nelson.....	251	88	216	220	153	9	142
New Westminster.....	746	190	2,105	1,017	453	84	2,952
North Vancouver.....	226	34	693	251	73	82	892
Penticton.....	170	28	147	148	106	4	92
Port Alberni.....	203	46	350	167	132	.....	216
Prince George.....	562	118	618	563	385	48	262
Prince Rupert.....	474	207	315	317	231	.....	137
Princeton.....	108	9	145	113	100	.....	48
Trail.....	245	31	359	289	190	24	207
Vancouver.....	5,619	1,436	10,919	5,878	2,571	702	13,659
Vernon.....	225	26	290	213	214	4	127
Victoria.....	1,096	360	1,779	1,201	614	236	1,745
Whitehorse.....	190	86	180	144	113	.....	55
Canada	115,914	43,550	152,001	106,045	62,081	11,948	137,293
Males.....	75,776	20,549	109,367	71,887	45,800	6,921	97,632
Females.....	40,138	23,001	42,634	34,158	16,281	5,027	39,661

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1939-1949

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,038	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (35 weeks).....	813,104	317,670	1,130,774	308,870	145,018	453,888

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS FROM APRIL 1, 1948 TO AUGUST 31, 1948 AND FROM APRIL 1, 1949 TO AUGUST 31, 1949

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,714	232,064	18,433	288,044
Quebec.....	55,533	921,891	57,283	939,356
Ontario.....	75,089	1,273,922	79,530	1,359,917
Prairie.....	39,495	481,124	41,799	498,088
Pacific.....	23,499	340,984	24,983	351,360
Total for Canada.....	209,330	3,249,985	222,028	3,439,765

TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE, AS OF AUGUST 31, 1949

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	69	12	5	10	16	14	12
Male.....	57	10	5	6	14	10	12
Female.....	12	2	.....	4	2	4	.....
(Male).....	(4,362)	(597)	(186)	(364)	(725)	(671)	(1,819)
(Female).....	(174)	(14)	(17)	(31)	(39)	(21)	(52)
Prince Edward Island.....	447	59	19	49	103	65	152
Male.....	318	49	13	31	70	46	109
Female.....	129	10	6	18	33	19	43
Nova Scotia.....	6,445	1,576	587	867	1,079	740	1,596
Male.....	5,389	1,404	504	740	931	500	1,220
Female.....	1,056	172	83	127	148	150	376
New Brunswick.....	5,547	964	418	756	1,072	689	1,648
Male.....	4,452	814	359	633	859	554	1,233
Female.....	1,095	150	59	123	213	135	415
Quebec.....	32,959	8,003	3,488	5,040	5,684	3,179	7,565
Male.....	23,772	6,365	2,591	3,645	4,073	2,027	5,071
Female.....	9,187	1,638	897	1,395	1,611	1,152	2,494
Ontario.....	26,712	7,560	3,031	3,473	4,087	2,392	6,169
Male.....	18,442	5,829	2,166	2,395	2,705	1,463	3,884
Female.....	8,270	1,731	865	1,078	1,382	929	2,285
Manitoba.....	3,251	594	266	392	515	311	1,173
Male.....	1,713	289	133	172	227	162	730
Female.....	1,538	305	133	220	288	149	443
Saskatchewan.....	1,301	233	83	153	229	148	455
Male.....	682	115	37	79	110	81	260
Female.....	619	118	46	74	119	67	195
Alberta.....	4,293	1,497	210	451	292	588	1,255
Male.....	3,697	1,318	154	359	203	543	1,120
Female.....	596	179	56	92	89	45	135
British Columbia.....	12,855	2,093	1,402	1,755	2,411	1,445	3,749
Male.....	9,465	1,820	1,058	1,245	1,661	979	2,702
Female.....	3,390	273	344	510	750	466	1,047
TOTAL.....	93,879	22,591	9,509	12,946	15,488	9,571	23,774
MALE.....	67,987	18,013	7,020	9,305	10,853	6,455	16,341
FEMALE.....	25,892	4,578	2,489	3,641	4,635	3,116	7,433

N.B.—Figures in parenthesis are for unemployment assistance in Newfoundland.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO AUGUST, 1949

—	1942	1943	1944	1945	1946	1947	1948 ⁽¹⁾	1949 ⁽¹⁾
January.....	.....	4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,676	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,589	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,865	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	.....
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	.....
December.....	3,337	6,562	13,770	57,612	52,470	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	645,587

⁽¹⁾ Revised claims included. See Table E-4 for analysis of claims filed at Local Offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, AUGUST, 1949

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	48 (1,995)	36 (1,399)	6 (350)	6 (246)	21 (1,268)	26 (402)	1 (25)	26 (787)
Prince Edward Island.....	207	107	32	18	171	30	3	39
Nova Scotia.....	3,752	1,969	1,380	403	2,792	763	38	879
New Brunswick.....	2,724	1,248	1,209	267	2,189	467	14	558
Quebec.....	19,893	10,754	6,622	2,517	14,661	4,168	230	5,713
Ontario.....	18,486	9,751	6,109	2,626	14,602	4,337	339	3,500
Manitoba.....	1,833	911	580	342	1,360	507	65	265
Saskatchewan.....	775	403	232	140	606	224	18	150
Alberta.....	1,435	819	412	204	1,134	393	28	265
British Columbia.....	8,597	4,287	3,374	936	7,124	1,913	95	1,660
Total Canada, August, 1949....	57,750	30,285	20,066	7,459	44,660	12,828 ⁽¹⁾	831	13,055
Total Canada, July, 1949.....	49,586	27,208	16,278	6,100	36,993	10,363 ⁽²⁾	753	13,939
Total Canada, August, 1948....	32,182	14,897	10,075	7,210	22,333	10,312 ⁽³⁾	966	7,688

⁽¹⁾ In addition, there were 315 special requests not granted.

⁽²⁾ In addition, there were 215 special requests not granted.

⁽³⁾ In addition, there were 193 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. These are not included in totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of August 1948	Month of August 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	1,876	3,884	25,467
Not unemployed.....	2,545	959	3,045
Not capable of and not available for work.....	591	885	4,286
Loss of work due to a labour dispute.....	307	324	1,327
Refused offer of work and neglected opportunity to work.....	1,612	1,445	7,628
Discharged for misconduct.....	422	629	3,087
Voluntarily left employment without just cause.....	2,512	3,671	16,199
Other reasons ⁽¹⁾	447	1,031	5,249
Total.....	10,312	12,828 ⁽²⁾	66,289

⁽¹⁾ These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

⁽²⁾ In addition, there were 402 claims for unemployment assistance in Newfoundland that were disallowed.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK, AUGUST 13 TO 19 INCLUSIVE AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID DURING MONTH OF AUGUST, 1949

Province	Number Receiving Benefit During Week August 13 to 19 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	25 (3,006)	22 (1,229)	1,075 (92,048)	2,739 (220,155)
Prince Edward Island.....	328	135	10,000	20,311
Nova Scotia.....	4,256	2,090	102,202	232,052
New Brunswick.....	3,337	1,728	98,299	225,214
Quebec.....	21,581	11,738	598,433	1,325,625
Ontario.....	18,569	10,465	456,932	1,034,789
Manitoba.....	2,753	1,193	73,295	154,322
Saskatchewan.....	1,125	504	29,299	62,334
Alberta.....	1,964	916	43,518	102,789
British Columbia.....	8,767	5,631	237,944	556,825
Total, Canada, August 1949.....	62,705	34,442	1,650,997	3,717,000
Total, Canada, July 1949.....	28,246	15,525	1,525,462	3,371,183
Total, Canada, August 1948.....	18,138	944,430	1,835,846	

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO AUGUST 31, 1949

Fiscal Year Ended March 31	RECEIPTS							DISBURSEMENTS		
	CONTRIBUTIONS (Gross less refunds)							Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Total Employer and Employee	Government	Fines	Interest on Investments and Profit on Sale of Securities			
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
1942.....	22,436,001 56	7,209,058 48	6,790,549 01	36,435,609 05	7,287,121 81	.....	269,268 74	43,991,999 60	27,752 92	43,964,246 68
1943.....	30,408,651 15	13,645,258 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11	1,840,448 56	70,762,796 00	716,012 75	114,011,029 93
1944.....	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67	3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19
1945.....	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 14	12,746,179 30	2,041 02	6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86
1946.....	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66	6,116,768 84	81,199,440 82	31,963,240 34	317,240,660 34
1947.....	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43	7,529,985 56	98,762,294 48	43,114,329 18	372,878,625 64
1948.....	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60	9,500,776 12	109,803,333 89	34,947,020 32	447,734,939 21
1949.....	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08	12,113,317 56	131,627,250 33	49,826,752 16	520,535,437 38
April.....	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00	1,078,855 51	10,826,256 31	7,944,066 04	532,417,627 65
May.....	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00	1,103,618 19	10,556,197 76	5,508,863 01	537,404,962 40
June.....	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 05	1,454 00	1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51
July.....	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,157 10	1,137,124 22	11,497,008 53	3,381,091 58	552,623,750 46
August.....	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55	1,156,157 96	11,435,686 48	3,713,885 12	560,345,551 82
Sub Total.....	21,015,334 69	6,041,996 86	15,164,058 96	42,221,390 51	7,645,282 44	6,164 65	5,594,890 71	55,467,728 31	24,657,613 87	590,345,551 82
GRAND TOTAL.....	299,672,224 95	100,216,922 22	182,686,159 28	582,575,306 45	116,517,713 84	29,973 22	53,193,429 05	782,316,423 16	191,970,871 34	590,345,551 82

The column "Bulk" includes contributions for armed service \$44,717,520.26 and miscellaneous receipts \$2,148.06.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		110.7	
1923.....		120.7	124.1	116.9	122.5	143.8		108.6	
1924.....		118.8	121.6	117.4	118.9	140.3		106.5	
1925.....		119.8	127.2	117.4	116.8	139.1		105.1	
1926.....		121.8	133.3	115.9	116.8	135.6		104.8	
1927.....		119.9	130.8	114.5	114.4	134.8		105.0	
1928.....		120.5	131.5	117.3	113.2	130.6		105.4	
1929.....		121.7	134.7	119.7	112.6	134.8		105.4	
1930.....		120.8	131.5	122.7	111.8	130.6		105.4	
1931.....		109.1	103.1	119.4	110.0	114.3		103.3	
1932.....		99.0	85.7	109.7	106.8	100.6		100.4	
1933.....		94.4	84.9	98.6	102.5	93.3		98.2	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	63.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1946									
January.....	18.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
March.....	19.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
May.....	21.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5
July.....	24.1	125.1	144.2	112.6	107.2	126.4	125.1	113.7	134.4
September.....	24.5	125.5	143.2	112.6	107.2	129.6	128.4	113.9	135.0
November.....	26.1	127.1	146.6	113.4	108.6	131.1	129.2	114.1	137.3
1947									
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2
September.....	35.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	154.7
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4
1948									
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2
May.....	52.1	153.3	191.2	120.9	122.7	173.6	161.9	122.9	174.6
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8
April.....	58.0	159.3	198.5	122.4	131.0	183.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	123.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	163.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8
August.....	61.5	163.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	163.3	207.0	123.0	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.0	134.1	184.1	167.2	130.2	.....

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.
† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF SEPTEMBER 1949

(BASE:— Aug. 1939 = 100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Sept. 1, 1948	August 1, 1949	Sept. 1, 1949						
Halifax.....	151.9	157.2	155.6	207.5	110.6	132.6	192.2	156.8	121.8
St. John.....	156.0	159.7	159.4	200.2	117.9	133.8	193.0	155.6	127.8
Montreal.....	162.1	166.1	165.7	216.8	119.9	127.1	177.5	172.4	125.4
Toronto.....	154.5	158.5	158.2	200.3	122.0	145.8	182.7	163.6	128.4
Winnipeg.....	151.6	157.9	156.6	205.2	119.0	121.2	175.8	170.1	122.5
Saskatoon.....	161.3	163.8	162.8	211.3	123.9	140.4	188.4	171.8	121.3
Edmonton.....	154.2	158.3	156.8	210.1	112.0	114.6	187.1	162.1	124.9
Vancouver.....	160.6	164.2	163.5	211.6	115.3	139.7	192.4	160.4	133.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE: August 1939=100)

(Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month)

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	July 1949	Aug. 1949	Sept. 1949	Price Sept. 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	260.9	260.6	258.1	72.0
Beef, round steak.....	lb.	125.7	167.9	167.9	290.7	289.9	287.3	68.1
Beef, rib roast.....	lb.	125.5	174.3	174.3	291.7	290.9	288.7	66.4
Beef, blade.....	lb.	132.7	161.6	162.3	313.2	311.9	306.9	48.8
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	349.2	347.8	342.7	46.8
Veal, front roll, boneless.....	lb.	139.3	174.0	174.0	318.3	317.2	314.2	53.1
Lamb, leg roast.....	lb.	109.9	164.4	152.8	272.2	268.7	248.6	70.6
Pork, fresh loins, centre cut.....	lb.	125.3	143.8	143.8	241.0	247.9	294.4	67.8
Pork, fresh shoulders, hock off.....	lb.	127.0	143.4	143.4	271.9	279.8	278.8	53.1
Bacon, side, fancy, sliced, rind on.....	lb.	132.3	141.5	142.5	234.9	236.4	236.1	75.3
Lard, pure.....	lb.	151.3	157.9	159.6	192.1	192.1	205.3	23.4
Shortening, vegetable.....	lb.	134.7	137.5	137.5	221.5	219.4	221.5	31.9
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	201.7	241.2	237.4	73.9
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	164.2	17.9
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	226.7	226.7	230.8	63.0
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	226.7	226.7	226.7	30.3
Bread, plain, white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour first grade.....	lb.	127.3	124.2	124.2	221.2	221.2	221.2	7.3
Rolled Oats, package.....	lb.	112.0	114.0	114.0	155.2	155.2	155.2	9.8
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	163.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$ s.....	tin	123.9	137.7	137.7	192.5	191.5	190.6	20.2
Peas, canned, 2's.....	tin	117.5	121.7	121.7	145.8	146.7	146.7	17.6
Corn, canned, 2's.....	tin	128.3	132.7	132.7	186.7	187.6	186.7	21.1
Beans, dry.....	lb.	129.4	133.3	133.3	260.8	262.7	264.7	13.5
Onions.....	lb.	108.2	142.9	126.5	200.0	179.6	163.3	8.0
Potatoes.....	10 lbs.	89.9	218.3	149.4	210.8	203.5	162.3	35.5
Prunes, bulk.....	lb.	115.8	120.2	120.2	187.7	188.6	189.5	21.6
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	128.5	128.5	127.8	19.3
Oranges.....	doz.	132.5	154.6	154.3	149.7	143.8	130.0	35.9
Lemons.....	doz.	111.3	147.7	148.6	143.7	144.6	147.4	47.9
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	147.3	146.1	146.7	24.1
Peaches, 20 oz.....	tin	101.5	105.1	106.1	142.1	142.6	142.6	28.1
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	142.1	142.1	141.4	19.2
Corn Syrup, 2 lb.....	tin	138.0	158.2	157.7	179.3	178.7	178.1	30.5
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	155.6	9.8
Coffee.....	lb.	141.6	131.4	131.7	188.8	189.1	189.6	64.1
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.5	176.5	176.9	52.0

* Descriptions and units of sale apply to September, 1949, prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	Bacon, side, fancy, sliced, rind-on, per lb.
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	73·4	68·2	64·0	51·2	47·6		65·0	68·9	56·3	74·2
Nova Scotia—										
2—Halifax.....	73·5	68·3	62·0b	48·1	46·2		68·9	68·2	53·2	70·1
3—New Glasgow...	76·9	71·6	70·3	50·9	49·2		66·6	70·1	58·2	77·0
4—Sydney.....	80·7	72·9	64·2	55·5	50·1		68·3	72·4		73·0
5—Truro.....	69·2	63·8		45·2	45·5			66·5		75·0
New Brunswick—										
6—Fredericton.....	72·1	64·4	61·3	45·7	42·0	51·4	65·2	60·9	44·3	72·5
7—Moncton.....	72·6	67·8	67·7	47·5	43·5		68·3	67·1	52·2	75·5
8—Saint John.....	76·2	70·3	63·9b	48·8	44·5	50·0	68·1	68·8	51·8	72·8
Quebec—										
9—Chicoutimi.....	75·0	72·7	64·7	48·8	40·0			57·4	50·2	80·0
10—Hull.....	66·7	65·0	59·3	47·7	43·7	48·2		61·9	50·6	67·8
11—Montreal.....	78·1	73·2	69·6	46·3	42·7	49·5	68·7	63·4	51·8	72·3
12—Quebec.....	77·2	72·5	68·1	45·3	41·5	54·9	69·0	56·3	47·6	66·6
13—St. Hyacinthe.....	68·3	62·4	61·3	41·8	34·0			61·0	46·4	74·2
14—St. Johns.....										75·5
15—Sherbrooke.....	78·9	72·6	67·5	47·9	39·0	55·8		62·4	48·6	70·8
16—Sorel.....	71·9	68·1	68·7	40·6	42·1			64·1	50·7	71·7
17—Thetford Mines.....										
18—Three Rivers.....	79·4	71·3	62·4	44·2	38·7			59·6	47·4	71·8
Ontario—										
19—Belleville.....	69·5	69·0	67·3	51·0	50·0			65·5	51·3	70·2
20—Brantford.....	72·3	68·4	66·1	51·1	46·4	52·7	74·8	69·0	50·6	71·6
21—Brockville.....	75·0	72·6	68·8	48·7	49·4			70·9	54·3	76·7
22—Chatham.....	72·2	69·7	69·5	49·9	47·7		79·3	70·7	54·9	73·1
23—Cornwall.....	70·7	69·0	66·2	48·8	50·2		71·0	67·0	54·2	74·0
24—Fort William.....	72·0	67·5	69·5	51·3	49·5			69·3	60·0	80·7
25—Galt.....	70·6	67·6	64·3	50·0	46·4			67·3	53·0	71·8
26—Guelph.....	71·9	69·9	68·9	52·4	50·4	55·6	73·2	67·0	48·4	68·5
27—Hamilton.....	73·6	70·4	69·7	51·1	49·1	59·4	73·9	68·7	49·3	70·6
28—Kingston.....	68·3	65·9	62·6	48·1	44·7		70·2	66·3	48·0	68·9
29—Kitchener.....	72·0	70·5	66·1	50·3	48·2	55·2	72·2	68·3	50·8	72·5
30—London.....	72·6	70·4	65·5	50·4	47·1	53·4	73·0	69·1	49·7	71·8
21—Niagara Falls.....	70·2	67·2	65·8	50·4	49·4		77·7	68·1	52·6	71·4
32—North Bay.....	71·6	69·8	68·0	48·4	48·3		71·7	68·3	48·0	72·5
33—Oshawa.....	69·9	68·1	66·6	48·4	46·2	46·7		67·6	48·6	67·5

COAL AND RENTALS BY CITIES, SEPTEMBER, 1949

Locality	Lard pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	24.1	32.5	74.6	16.0	64.4	33.5	10.7	7.7	9.6	16.4
Nova Scotia—										
2—Halifax.....	25.2	32.3	80.6	19.0	64.7	31.3	10.8	7.7	11.3	15.9
3—New Glasgow.....	23.1	31.6	78.9	19.0	64.9	32.1	12.0	.....	10.4	16.4
4—Sydney.....	23.7	30.5	83.7	20.0	64.7	32.0	10.0	7.2	10.3	16.5
5—Truro.....	24.1	31.2	77.6	18.0	64.2	33.1	12.0	7.7	9.8	15.6
New Brunswick—										
6—Fredericton.....	23.5	31.4	76.6	17.0	64.0	31.6	11.3	7.5	8.6	15.3
7—Moncton.....	24.4	31.8	79.6	17.0	63.7	31.7	11.3	7.8	10.1	15.6
8—Saint John.....	23.9	31.7	80.7	18.0	64.8	32.4	11.3	7.8	9.8	15.0
Quebec—										
9—Chicoutimi.....	23.5	33.0	77.0	17.0	62.0	31.3	9.3	7.9	.....	16.5
10—Hull.....	22.4	31.2	80.3	18.0	61.9	29.9	10.0	7.0	10.5	14.3
11—Montreal.....	22.8	32.6	80.0	17.5	63.0	29.7	10.0	7.0	10.2	14.8
12—Quebec.....	23.1	32.1	78.5	17.0	62.6	31.1	9.0	7.0	10.6	14.9
13—St. Hyacinthe.....	22.2	31.3	75.4	16.0	63.1	30.0	8.7	7.2	10.8	14.7
14—St. Johns.....	23.1	31.7	79.3	16.0	63.7	30.7	8.7	7.5	10.4	15.0
15—Sherbrooke.....	23.0	31.3	80.5	17.0	62.1	30.8	10.2	7.5	10.3	15.6
16—Sorel.....	21.9	31.0	71.7	16.0	61.6	29.7	8.7	7.3	10.8	15.0
17—Thetford Mines.....	24.5	31.0	73.2	16.0	61.9	30.8	9.3	7.7	10.2	15.5
18—Three Rivers.....	20.4	30.9	76.1	17.0	60.5	30.8	8.7	7.2	10.2	15.5
Ontario—										
19—Belleville.....	23.9	31.6	71.0	17.0	63.9	29.7	10.0	7.2	9.6	14.6
20—Brantford.....	22.6	31.1	74.8	18.0	63.0	29.1	10.0	7.2	9.6	14.5
21—Brookville.....	23.3	31.8	76.7	18.0	63.1	29.6	10.0	7.4	10.1	14.4
22—Chatham.....	23.3	32.7	70.7	18.0	63.3	29.6	10.0	7.2	10.4	14.7
23—Cornwall.....	23.1	31.2	76.8	18.0	62.9	29.2	10.0	7.1	9.4	13.9
24—Fort William.....	22.9	30.9	75.6	20.0	62.8	30.9	10.7	7.2	9.7	14.9
25—Galt.....	22.4	31.7	73.3	17.0	62.6	29.4	10.0	7.3	9.8	14.7
26—Guelph.....	23.2	32.2	75.0	17.0	62.6	28.5	10.0	7.0	10.3	14.6
27—Hamilton.....	23.0	31.9	75.5	19.0	63.0	29.2	10.0	7.0	10.2	14.6
28—Kingston.....	21.1	31.7	73.1	18.0	62.3	29.6	9.3	7.1	9.9	14.5
29—Kitchener.....	22.5	32.4	73.7	17.0	62.9	29.1	10.0	7.3	9.7	14.2
30—London.....	23.4	32.1	71.9	17.0	63.3	29.5	10.0	7.0	9.9	14.2
31—Niagara Falls.....	23.2	31.8	77.7	19.0	63.7	29.3	9.3	7.2	9.6	15.0
32—North Bay.....	23.3	33.3	81.0	18.0	64.4	29.7	10.3	7.5	.....	15.4
33—Oshawa.....	22.9	31.5	75.0	18.0	62.7	28.5	10.0	7.1	9.5	15.0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS.

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak per lb.	Round steak per lb.	Rib roast prime rolled per lb.	Blade roast per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	71.7	68.7	68.3	49.7	46.4	50.7	70.1	66.8	53.8	75.7
35—Owen Sound.....	70.6	68.4	68.3	50.9	46.0	.....	.....	66.1	54.1	69.3
36—Peterborough.....	74.1	71.0	68.7	51.7	49.4	.....	73.3	68.6	53.0	72.8
37—Port Arthur.....	68.4	65.1	65.3	50.3	48.7	.....	.....	66.0	56.8	79.1
38—St. Catharines.....	70.0	69.0	66.2	50.0	47.4	.....	.....	66.2	51.5	68.1
39—St. Thomas.....	71.4	68.4	65.6	50.9	46.9	50.7	.....	68.7	56.2	72.4
40—Sarnia.....	69.6	68.0	64.0	51.1	47.0	54.0	.....	67.3	53.0	69.8
41—Sault Ste. Marie.....	71.9	69.5	64.4	49.6	50.1	.....	.....	68.3	55.7	75.2
42—Stratford.....	68.2	68.2	68.0	47.8	44.6	.....	.....	67.6	51.3	72.1
43—Sudbury.....	71.5	69.6	65.7	51.4	51.0	.....	71.0	68.6	52.3	72.9
44—Timmins.....	70.6	69.3	65.3	50.5	47.9	53.1	.....	67.3	55.6	70.0
45—Toronto.....	75.0	69.7	71.8	52.3	48.3	55.7	72.4	68.5	47.6	69.6
46—Welland.....	70.0	67.0	60.4b	48.4	43.9	.....	.....	67.0	54.4	68.4
47—Windsor.....	71.4	67.4	64.7	48.8	48.8	.....	74.0	66.9	48.3	68.5
48—Woodstock.....	71.8	67.2	66.6	.....	46.6	.....	.....	.....	.....	72.3
Manitoba—										
49—Brandon.....	69.3	65.0	.....	46.3	47.3	.....	.....	72.3	.....	81.8
50—Winnipeg.....	67.0	61.8	60.1b	46.6	46.4	48.3	63.9	69.5	57.1	78.1
Saskatchewan—										
51—Moose Jaw.....	66.7	63.7	65.8	47.4	47.9	.....	.....	65.3	50.7	81.9
52—Prince Albert.....	63.5	58.8	59.8	46.8	45.2	49.6	69.5	64.7	49.0	77.8
53—Regina.....	66.1	62.4	62.0	44.4	46.4	54.1	68.6	65.5	52.2	81.9
54—Saskatoon.....	63.7	60.2	61.4	46.7	47.3	53.8	65.5	67.1	54.1	81.1
Alberta—										
55—Calgary.....	68.0	63.7	66.4b	47.0	47.4	50.4	69.1	66.7	57.5	84.7
56—Drumheller.....	67.5	65.7	64.7	48.0	47.7	48.7	.....	74.0	61.2	87.5
57—Edmonton.....	67.0	62.5	62.7	44.3	44.7	52.6	62.2	65.3	52.9	81.5
58—Lethbridge.....	70.7	65.0	66.7	46.5	47.7	54.3	69.7	67.0	53.7	85.4
British Columbia—										
59—Nanaimo.....	78.4	72.3	74.4	52.8	52.6	.....	73.5	79.7	62.3	91.9
60—New Westminster.....	74.5	66.9	67.7	51.1	50.3	55.3	69.6	75.7	58.2	84.2
61—Prince Rupert.....	78.0	72.4	79.0	48.0	47.5	.....	75.7	74.6	60.0	92.2
62—Trail.....	75.9	72.3	73.5	51.7	52.0	.....	77.2	75.8	65.3	86.2
63—Vancouver.....	78.8	71.2	73.3	51.5	53.7	61.1	71.1	78.7	61.3	86.1
64—Victoria.....	80.7	72.7	74.4	51.4	53.6	60.5	72.4	79.7	58.4	85.5

COAL AND RENTALS BY CITIES, SEPTEMBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per $\frac{1}{2}$ lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	23-2	31-8	78-9	18-0	63-5	30-0	10-0	7-3	10-0	14-6
35—Owen Sound.....	23-1	32-0	70-7	18-0	62-4	29-0	10-0	7-2	9-3	14-9
36—Peterborough.....	22-7	30-9	74-4	18-0	62-7	29-6	10-0	7-1	9-9	14-2
37—Port Arthur.....	23-1	30-7	76-1	20-0	63-2	30-5	10-7	7-2	9-2	15-1
38—St. Catharines.....	22-5	31-4	77-7	19-0	63-5	29-0	9-3	7-0	9-9	14-3
39—St. Thomas.....	23-0	31-2	75-6	18-0	63-5	30-4	10-0	7-3	9-9	14-5
40—Sarnia.....	22-7	32-4	72-9	18-0	63-9	30-0	10-0	7-2	10-1	14-8
41—Sault Ste. Marie.....	22-4	30-6	76-6	20-0	62-6	29-8	10-7	7-3	10-1	14-9
42—Stratford.....	24-0	32-3	71-9	18-0	62-7	29-9	10-0	6-8	9-9	14-9
43—Sudbury.....	24-1	32-2	81-7	20-0	64-2	30-0	10-7	7-6	10-4	15-2
44—Timmins.....	22-8	32-1	77-7	20-0	61-8	30-0	11-3	7-6	10-4	14-9
45—Toronto.....	23-5	31-6	77-0	19-0	63-2	28-4	10-0	7-0	9-8	14-1
46—Welland.....	23-5	32-3	75-1	19-0	63-3	29-3	10-7	7-0	9-6	14-1
47—Windsor.....	22-7	31-4	74-3	18-0	63-1	29-3	10-0	7-4	10-0	14-7
48—Woodstock.....	22-7	31-6	72-2	17-5	63-3	29-7	10-0	6-6	9-2	14-9
Manitoba—										
49—Brandon.....	23-2	32-9	67-8	16-0	61-2	31-1	10-7	7-3	8-3	15-6
50—Winnipeg.....	22-5	31-1	71-0	17-0	61-6	30-3	11-0	7-0	9-5	14-9
Saskatchewan—										
51—Moose Jaw.....	22-6	32-3	59-7	17-0	60-9	30-3	11-2	7-1	9-1	15-1
52—Prince Albert.....	23-8	32-0	61-6	17-0	61-6	29-4	9-6	7-5	8-7	14-7
53—Regina.....	22-6	34-2	62-4	17-0	60-1	30-5	11-2	7-3	8-4	15-1
54—Saskatoon.....	23-1	33-0	61-3	17-0	61-0	29-6	10-4	7-1	8-6	14-7
Alberta—										
55—Calgary.....	24-2	33-4	67-0	18-0	62-9	29-5	10-4	7-2	8-6	15-0
56—Drumheller.....	25-4	34-5	64-0	20-0	64-6	30-3	11-2	7-5	10-3	15-4
57—Edmonton.....	23-6	33-7	60-1	17-0	62-5	29-8	10-4	7-2	9-1	14-5
58—Lethbridge.....	23-6	33-4	67-8	18-0	62-9	30-7	11-2	7-2	9-3	14-6
British Columbia—										
59—Nanaimo.....	25-5	32-1	71-7	20-0	65-0	31-5	12-5	7-4	9-7	15-1
60—New Westminster.....	24-7	30-1	69-7	17-0	63-9	29-9	11-7	7-3	9-4	14-8
61—Prince Rupert.....	25-3	31-3	76-2	25-0	64-0	33-5	14-0	7-9	10-6	16-1
62—Trail.....	25-5	34-9	69-7	20-0	63-3	31-2	13-0	7-5	9-2	15-4
63—Vancouver.....	25-2	31-0	71-0	17-0	63-6	30-4	12-8	7-2	9-3	14-7
64—Victoria.....	25-4	30-7	71-3	19-0	64-1	30-7	12-8	7-5	9-6	15-1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 2½ s (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	23.2	18.3	22.5	13.9	8.1	28.9	20.5	20.5	39.0	63.8	49.8
Nova Scotia—											
2—Halifax.....	23.4	18.0	21.4	13.8	6.9	28.5	21.9	19.1	39.4	47.5	48.0
3—New Glasgow.....	23.7	17.0	21.3	12.9	7.1	32.7	21.8	.....	37.7	60.8	50.2
4—Sydney.....	20.8	18.2	22.1	13.0	7.9	31.9	21.6	19.8	39.3	53.5	47.5
5—Truro.....	21.8	17.1	21.0	13.1	6.6	28.5	22.8	20.6	33.5	52.5	49.9
New Brunswick—											
6—Fredericton.....	21.1	19.5	22.3	14.2	7.2	28.0	21.6	18.9	38.3	52.4	50.0
7—Moncton.....	21.8	18.4	23.4	13.6	7.3	32.9	21.2	21.0	41.7	50.0	48.3
8—Saint John.....	20.4	16.4	21.6	13.9	7.8	26.8	21.1	20.0	42.3	52.8	48.2
Quebec—											
9—Chicoutimi.....	16.8	19.3	22.3	14.3	10.1	33.0	.....	23.8	40.5	56.3	56.3
10—Hull.....	17.4	17.0	20.1	13.9	8.8	30.7	20.9	20.0	.....	42.8	44.8
11—Montreal.....	16.2	16.6	19.1	13.0	8.3	26.3	22.5	20.1	38.9	43.7	45.4
12—Quebec.....	16.3	17.8	20.1	12.9	8.9	27.8	21.3	19.6	37.5	42.2	49.0
13—St. Hyacinthe.....	16.7	18.0	20.2	11.8	10.3	25.0	19.4	18.0	34.7	48.0	46.8
14—St. Johns.....	17.2	18.1	19.5	12.9	9.5	26.5	20.5	19.8	41.5	47.0	44.0
15—Sherbrooke.....	17.8	17.3	20.2	13.3	8.0	26.8	23.5	20.0	35.8	46.9	46.9
16—Sorel.....	17.9	18.0	21.1	12.7	9.9	29.3	21.6	20.0	35.0	46.7	45.9
17—Thetford Mines.....	18.3	17.7	21.1	13.0	9.3	26.6	21.2	18.1	40.3	52.0	48.9
18—Three Rivers.....	17.5	16.8	20.4	13.3	8.5	24.5	20.6	20.7	39.0	45.5	46.8
Ontario—											
19—Belleville.....	19.2	16.9	20.6	12.3	7.4	33.3	.....	17.9	33.5	41.6	45.4
20—Brantford.....	21.5	16.2	20.5	13.1	7.1	35.1	21.1	18.3	33.6	41.5	44.0
21—Brockville.....	19.0	17.3	21.4	13.8	8.2	37.5	17.3	18.2	35.5	43.4	46.1
22—Chatham.....	20.8	16.9	20.5	11.1	7.2	27.8	.....	18.0	35.0	40.6	46.7
23—Cornwall.....	18.3	16.3	19.5	12.4	8.4	31.8	20.0	20.1	35.3	39.5	47.2
24—Fort William.....	18.3	16.8	20.7	13.0	8.2	35.6	20.7	21.6	31.7	48.9	48.3
25—Galt.....	18.5	17.2	19.8	13.8	7.7	37.0	22.2	18.8	35.0	41.5	44.4
26—Guelph.....	19.9	16.6	20.8	12.9	7.5	33.1	20.7	18.3	37.7	42.9	44.6
27—Hamilton.....	19.9	16.2	20.3	13.5	7.2	36.6	23.8	17.6	34.1	42.4	44.4
28—Kingston.....	18.0	16.2	20.6	13.7	7.6	33.5	21.2	18.0	36.0	41.6	45.7
29—Kitchener.....	19.3	18.5	20.8	13.0	7.3	32.3	21.8	18.3	34.5	41.5	45.4
30—London.....	18.8	17.5	20.5	13.2	6.4	30.5	21.5	17.8	30.9	46.4	44.1
31—Niagara Falls.....	18.5	17.8	20.3	13.7	7.1	32.1	.....	17.7	32.5	43.3	46.0
32—North Bay.....	20.7	17.7	22.7	12.8	7.8	39.9	.....	.....	37.3	45.3	50.0
33—Oshawa.....	18.1	17.7	20.4	13.3	7.5	29.5	22.5	19.0	34.3	46.4	44.8

COAL AND RENTALS BY CITIES, SEPTEMBER, 1949

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28.9	38.9	35.8	9.6	9.4	71.9	50.2	.....	15.37	.....
Nova Scotia—										
2—Halifax.....	29.7	40.3	32.5	9.4	9.4	70.4	49.9	.....	16.75	29.00-33.00
3—New Glasgow.....	29.2	44.2	34.2	9.8	9.8	74.4	50.4	.....	.....	16.00-20.00
4—Sydney.....	29.6	41.7	33.3	10.1	10.0	71.7	50.8	.....	10.85	20.50-24.50
5—Truro.....	28.6	40.8	33.1	9.3	9.4	71.0	52.3	.....	15.25	.....
New Brunswick—										
6—Fredericton.....	28.4	44.7	32.6	9.7	9.6	69.3	50.0	.....	16.70	21.00-25.00
7—Moncton.....	29.2	42.5	32.0	9.9	9.9	67.4	50.0	.....	16.13	.....
8—Saint John.....	28.6	38.9	32.3	9.7	9.5	69.4	50.8	.....	16.50	22.50-25.50
Quebec—										
9—Chicoutimi.....	33.4	41.3	36.8	10.0	9.7	73.7	54.3	21.75	.....	.....
10—Hull.....	26.5	38.3	29.6	9.3	9.3	64.0	53.7	22.00	.....	.....
11—Montreal.....	27.3	38.6	28.9	9.0	9.4	67.2	53.0	23.25	.....	25.00-29.00
12—Quebec.....	29.9	42.4	30.8	9.0	9.0	64.6	53.3	21.25	.....	29.50-33.50
13—St. Hyacinthe.....	27.5	38.1	30.2	9.0	9.0	60.7	53.5	22.00	.....	.....
14—St. Johns.....	28.6	39.4	30.6	9.0	9.0	63.2	52.3	20.00	.....	.....
15—Sherbrooke.....	28.6	39.8	29.6	9.0	9.0	64.4	53.4	22.63	.....	22.50-26.50
16—Sorel.....	30.0	40.6	31.0	9.0	8.7	67.5	52.9	21.50	.....	.....
17—Thetford Mines.....	29.0	38.0	32.6	9.0	8.9	65.4	52.9	23.50	.....	.....
18—Three Rivers.....	27.2	39.1	30.6	9.1	8.9	66.5	53.4	22.00	.....	.....
Ontario—										
19—Belleville.....	29.3	35.4	28.7	9.7	9.6	62.4	52.6	21.75	.....	.....
20—Brantford.....	26.8	35.1	27.9	9.8	9.7	63.4	52.5	21.75	.....	23.50-27.50
21—Brockville.....	28.8	36.7	29.1	9.5	9.5	63.3	52.3	22.00	.....	.....
22—Chatham.....	27.7	37.0	28.6	9.7	9.7	64.6	53.4	22.00	.....	.....
23—Cornwall.....	29.5	39.3	29.0	9.1	9.1	61.8	51.6	23.13	.....	.....
24—Fort William.....	26.1	42.2	30.3	9.9	10.1	61.5	51.1	.....	23.00	29.50-33.50
25—Galt.....	26.7	32.0	27.8	9.9	9.8	63.0	53.7	22.00	.....	.....
26—Guelph.....	27.5	34.8	28.0	9.7	9.7	63.5	53.5	21.25	.....	.....
27—Hamilton.....	25.2	33.4	28.1	9.3	9.5	63.0	53.0	20.75	.....	30.50-34.50
28—Kingston.....	29.4	36.6	28.6	9.1	9.1	64.2	52.4	22.00	.....	34.00-38.00
29—Kitchener.....	27.2	35.2	27.3	9.9	9.8	57.7	53.9	21.50	.....	31.00-35.00
30—London.....	27.8	33.9	28.3	9.8	9.6	60.7	51.9	22.00	.....	29.00-33.00
31—Niagara Falls.....	25.5	35.0	28.5	9.6	9.6	62.6	53.3	19.63	.....	.....
32—North Bay.....	27.4	37.0	30.7	10.0	9.9	70.7	53.2	24.00	.....	.....
33—Oshawa.....	26.1	34.7	27.6	9.5	9.3	65.6	54.0	21.75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans common dry white per lb.	Onions cooking per lb.	Potatoes per 10 lbs.	Prunes bulk per lb.	Raisins seedless bulk per lb.	Oranges per dozen	Lemons per dozen	Jam strawberry per 32 oz. jar
	Tomatoes choice 24's (28 oz.) per tin	Peas choice per 20 oz. tin	Corn choice per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	17·1	17·4	20·2	13·2	8·2	32·7	22·0	20·2	31·5	44·1	44·5
35—Owen Sound.....	20·3	16·3	21·3	13·3	6·3	34·4	18·7	18·4	37·0	41·9	46·7
36—Peterborough.....	17·9	16·3	20·5	12·7	7·9	33·4	22·0	18·0	34·0	39·7	46·7
37—Port Arthur.....	18·6	17·7	21·2	13·1	8·4	34·2	23·2	21·8	29·8	51·3	49·1
38—St. Catharines.....	19·7	17·6	20·8	12·7	7·5	31·4	22·7	17·7	30·5	41·3	44·6
39—St. Thomas.....	19·9	18·7	21·4	12·1	7·1	29·3	23·5	18·0	29·0	42·1	45·7
40—Sarnia.....	21·1	18·4	21·0	13·3	7·7	32·6	20·7	17·7	34·0	42·7	47·0
41—Sault Ste. Marie.....	20·5	16·7	20·9	12·9	8·3	35·0	23·0	19·5	32·1	43·4	47·6
42—Stratford.....	21·4	17·4	20·6	13·4	7·8	30·8	21·3	17·8	37·0	43·1	45·6
43—Sudbury.....	18·6	15·8	21·7	13·2	8·3	35·0	20·8	19·2	34·7	42·7	47·9
44—Timmins.....	18·2	16·4	21·3	14·9	8·3	39·0	21·5	20·6	34·7	44·0	47·8
45—Toronto.....	18·3	15·9	20·0	13·6	7·1	35·6	21·5	18·4	33·6	41·2	43·3
46—Welland.....	17·9	16·0	20·6	13·3	7·0	32·3	21·5	18·1	36·8	39·6	44·3
47—Windsor.....	19·0	18·1	19·8	12·5	6·3	27·0	24·2	18·6	36·0	43·0	45·6
48—Woodstock.....	19·6	17·2	20·1	11·9	6·3	28·2	22·5	17·2	34·3	42·0	44·7
Manitoba—											
49—Brandon.....	21·6	19·2	21·0	15·7	8·8	40·0	19·6	19·7	35·0	50·9	.....
50—Winnipeg.....	19·5	18·1	20·8	14·1	7·6	38·6	21·0	20·1	38·0	49·4	57·6
Saskatchewan—											
51—Moose Jaw.....	21·9	18·3	21·6	14·6	8·5	50·2	22·2	19·4	35·0	55·6	.....
52—Prince Albert.....	23·6	18·4	22·3	14·6	9·2	48·8	21·5	21·0	42·5	61·6	.....
53—Regina.....	21·7	19·0	21·5	14·1	7·8	44·1	22·7	20·6	33·8	56·3	58·4
54—Saskatoon.....	22·3	16·9	21·9	13·8	8·6	45·6	22·7	20·2	35·2	59·0	.....
Alberta—											
55—Calgary.....	23·1	16·6	20·8	14·0	8·3	48·4	21·6	20·5	35·8	56·6	53·3
56—Drumheller.....	.....	17·8	21·0	14·4	8·7	59·0	21·5	20·2	30·7	57·5	57·7
57—Edmonton.....	23·4	17·8	21·3	13·8	8·6	49·7	21·5	20·0	34·0	57·9	55·1
58—Lethbridge.....	23·3	17·0	19·7	13·3	8·0	42·5	.....	19·4	34·5	65·0	53·7
British Columbia—											
59—Nanaimo.....	24·6	19·1	23·0	15·7	7·6	49·0	22·5	17·9	34·5	48·6	49·7
60—New Westminster.....	23·2	18·1	23·3	14·5	7·6	44·1	19·8	18·2	32·4	43·9	47·2
61—Prince Rupert.....	26·8	21·6	25·0	15·8	9·3	55·2	23·9	20·3	40·0	52·9	52·7
62—Trail.....	26·7	20·1	21·4	17·7	9·2	50·9	23·3	21·9	34·0	63·0	55·7
63—Vancouver.....	23·6	17·3	22·5	14·2	7·5	45·1	21·4	19·2	28·9	41·6	50·0
64—Victoria.....	24·6	18·6	22·4	14·5	8·6	48·9	21·1	20·0	35·0	45·2	51·7

COAL AND RENTALS BY CITIES, SEPTEMBER, 1949

Locality	Peaches choice per 20 oz. tin	Marmalade orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee medium per lb.	Tea black medium per ½ lb. package	Coal		Rent (a)
				Granulated per lb.	Yellow per lb.			Anthracite per ton	Bituminous per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	27.3	37.7	28.4	9.2	9.3	61.3	52.5	22.00	.....	34.00-38.00
35—Owen Sound.....	27.9	33.7	28.8	9.9	9.9	68.8	53.1	22.00	.....	.....
36—Peterborough.....	27.7	37.1	28.0	9.5	9.4	64.7	51.6	22.75	.....	.....
37—Port Arthur.....	27.3	42.7	30.0	10.0	9.9	60.5	51.4	.....	23.00	25.00-29.00
38—St. Catharines.....	25.0	33.2	27.0	9.5	9.2	60.5	52.7	21.50	.....	29.50-33.50
39—St. Thomas.....	29.0	38.3	28.7	9.9	9.9	63.7	53.4	21.50	.....	.....
40—Sarnia.....	28.4	37.9	29.1	10.1	10.1	63.3	52.9	21.25	.....	.....
41—Sault Ste. Marie.....	27.9	37.4	30.6	10.0	9.8	61.1	52.6	22.00	.....	.....
42—Stratford.....	28.3	35.9	29.7	9.9	9.9	63.9	52.6	21.00	.....	.....
43—Sudbury.....	28.9	38.1	30.9	9.9	9.8	61.9	53.1	23.00	.....	32.00-36.00
44—Timmins.....	28.8	40.3	31.2	10.1	9.9	60.3	52.7	25.75	.....	31.50-35.50
45—Toronto.....	26.5	36.2	26.7	9.4	9.3	63.9	52.1	20.75	.....	36.00-40.00
46—Welland.....	25.3	32.5	29.0	9.5	9.5	59.9	51.9	20.50	.....	.....
47—Windsor.....	26.7	34.1	28.7	9.8	9.7	63.9	52.4	21.50	.....	27.50-31.50
48—Woodstock.....	27.8	35.5	27.7	9.9	9.9	63.4	52.0	21.50	.....	.....
Manitoba—										
49—Brandon.....	28.9	41.8	32.7	11.2	11.2	65.0	51.3	.....	16.25	23.50-27.50
50—Winnipeg.....	27.2	40.2	29.8	10.6	10.6	57.3	49.8	.....	17.45	30.00-34.00
Saskatchewan—										
51—Moose Jaw.....	29.5	41.3	33.3	11.2	11.2	63.0	49.6	.....	14.50	.....
52—Prince Albert.....	29.5	44.3	33.0	11.4	11.4	63.3	51.2	.....	14.75	.....
53—Regina.....	27.7	41.4	32.5	10.9	11.6	64.3	54.3	.....	15.33	31.00-35.00
54—Saskatoon.....	28.7	42.9	33.1	11.0	11.5	62.2	50.8	.....	14.90	24.50-28.50
Alberta—										
55—Calgary.....	27.3	41.1	33.3	10.5	11.0	61.2	50.3	.....	12.40	28.50-32.50
56—Drumheller.....	30.5	45.7	35.5	11.1	11.6	66.2	49.7	.....	.....	23.50-27.50
57—Edmonton.....	27.8	40.2	32.1	10.6	11.4	62.7	50.0	.....	8.20	27.00-31.00
58—Lethbridge.....	28.3	42.3	32.3	10.1	10.9	60.7	50.7	.....	8.35	.....
British Columbia—										
59—Nanaimo.....	29.3	37.3	29.6	9.9	19.6	63.4	50.5	.....	.....	.....
60—New Westminster.....	26.9	34.1	20.0	9.1	9.3	58.3	50.7	.....	17.05	22.00-26.00
61—Prince Rupert.....	31.1	37.3	34.2	10.4	10.4	65.2	51.1	.....	19.25	21.00-25.00
62—Trail.....	29.1	40.5	33.0	10.0	10.4	59.7	50.9	.....	15.63	.....
63—Vancouver.....	27.0	33.4	29.4	9.3	9.3	60.0	49.6	.....	17.03	27.50-31.50
64—Victoria.....	28.2	36.3	29.7	10.0	10.0	60.6	50.2	.....	18.50	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time.

(a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time.

(b) Averages include prices for cuts with bone-in.

TABLE F-5.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Aug. 1948	June 1949	July 1949	Aug. 1949
All commodities.....	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	158.3	156.3	156.6	155.5
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	140.0	142.3	144.1	142.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	59.4	74.6	92.1	107.9	128.8	157.7	157.4	169.6	169.2	167.8
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	157.3	169.6	169.2	167.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	162.4	186.2	182.9	182.9	181.4	180.2
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.0	159.2	164.5	172.8	171.4	170.6
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	150.1	125.6	129.6	134.2
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.0	84.4	85.3	95.2	102.0	114.5	133.5	136.1	133.9	134.2	133.6
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.0	120.1	123.8	122.0	121.9	122.2
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.2	144.4	145.0	143.2
Food, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	155.5	157.6	159.0	155.7
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	135.0	135.6	134.8	134.8
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	161.5	156.7	156.5	156.2
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	160.1	157.6	157.4	156.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	161.6	156.6	156.4	156.2
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	200.1	201.3	200.7	198.1
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	155.1	149.0	148.9	149.1
Classified According to Degree of Manufacture—															
I. All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	163.2	160.2	160.8	158.5
II. All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.4	142.1	142.1	142.3
•Canadian Farm Products—															
Field.....	56.4	132.0	166.5	81.4	93.8	45.8	54.2	59.0	110.1	126.4	133.6	128.5	128.5	120.7	123.0
Animal.....	77.0	135.8	150.8	90.0	112.5	59.7	81.2	96.9	123.0	143.9	177.6	189.3	184.8	184.5	184.5
Total.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	151.2	149.6	150.9	146.0

The indexes for 1949, are subject to revision.

TABLE F-4.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique générale	Cost of Living	Cost of Living	Cost of Living, Federal Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:			Mexico City	630	105	Paris			34 Towns	Cairo	9 Towns	6 Capital Cities	25 Towns
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June-Aug. 1939	1938	1935-39 = 1000	Dec. 1942 = 1000
	(a)	(b)		(b)	(c)			(k)	(c)			(d)	(e)
1913.....	78.1	70.7		(g) 100				70.7	100		81.4		628
1914.....	79.1	71.8		(g) 123				72.5			85.5		676
1915.....	80.7	72.5		(g) 146				74.2			90.8		724
1916.....	87.0	77.9		(g) 176				81.6			99.6		786
1917.....	102.4	91.6		(g) 203				91.6	204		106.4		850
1918.....	115.6	107.5		(g) 215				107.5	222		117.7		912
1919.....	128.5	123.8		(g) 249				123.8	224		145.8		1019
1920.....	145.4	143.0		(g) 256				143.0	200		132.0		1034
1921.....	129.9	127.7		(g) 183				127.7	164		110.1		952
1922.....	120.4	119.7		(g) 172	185			119.7	162	125	106.3	(f)	1010
1925.....	121.8	126.4		(g) 164	176			126.4	161	125	106.6	1150	1004
1926.....	121.7	122.5		(g) 140	176			122.5	161	125	106.6	1150	1004
1929.....	94.4	92.4		(g) 158	178			92.4	138	(m) 103	93.2	1029	990
1933.....	101.5	99.4	100.0	(g) 158	178	108		99.4	138	103	93.2	1029	990
1939.....	105.6	100.2	100.7	(g) 184	205	129		100.2	121	151	103.4	1051	1035
1940.....	111.7	105.2	104.4	(g) 199	226	150		105.2	138	174	103.4	1111	1073
1941.....	117.0	116.5	121.0	(g) 200	250	175		116.5	149	193	117.3	1176	1002
1942.....	118.4	123.6	158.5	(g) 199	252	224		123.6	152	203	124.4	1267	1002
1943.....	118.9	125.5	199.1	(g) 201	285	285		125.5	207	279	132.8	1270	1003
1944.....	119.5	128.4	213.5	(g) 203	285	393		128.4	209	283	135.1	1278	1008
1945.....	123.6	139.3	266.7	(g) 203	291	645		139.3	217	279	139.7	1309	1039
1946.....	135.5	159.2	300.3	(g) 203	99	1030	4575	159.2	224	281	147.8	1392	1105
1947.....	155.0	171.2	318.9	(g) 108		1632	4847	171.2	224	281	147.8	1392	1105
1948.....	159.6	173.6	325.6	108		1844	4838	173.6	224	281	147.8	1392	1105
October.....	159.6	172.2	325.6	109		1870	4870	172.2	224	281	147.8	1392	1107
November.....	159.6	172.2	325.6	109		1870	4870	172.2	224	281	147.8	1392	1107
December.....	159.6	172.2	325.6	109		1870	4870	172.2	224	281	147.8	1392	1107
1949.....	159.6	170.9	324.9	109		1835	4885	170.9	224	281	147.8	1392	1107
January.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
February.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
March.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
April.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
May.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
June.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
July.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
August.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107
September.....	159.6	169.0	324.9	109		1835	4885	169.0	224	281	147.8	1392	1107

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1925-30 = 1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) Years 1914-47 on base July, 1914 = 100. 1947 average is for first half of year. (i) New series on June, 1947 base. (j) Without taxes. (k) Annual averages are on base July, 1914 = 100. (l) Average June-December. (m) Average 1914-42 on base 1925-30 = 1000.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-SEPTEMBER, 1948-49

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10‡	10	1,811‡	1,811	9,700	0-01
February.....	6	9	6,711	7,235	71,732	0-09
March.....	8	10	1,228	5,978	135,725	0-17
April.....	9	18	785	7,877	139,500	0-17
May.....	15	23	4,028	10,540	174,150	0-22
June.....	15	27	4,138	11,359	141,084	0-18
July.....	10	18	7,336	12,501	57,744	0-07
August.....	14	19	3,390	4,541	35,451	0-04
September.....	11	22	6,171	8,211	66,580	0-08
Cumulative totals.....	98		35,598		831,666	0-11
1948						
January.....	19‡	19	12,729‡	12,729	135,835	0-17
February.....	8	14	1,858	11,058	140,130	0-17
March.....	9	15	1,360	3,845	57,133	0-07
April.....	12	18	2,152	4,678	51,269	0-06
May.....	13	22	1,157	3,204	39,754	0-05
June.....	16	29	2,048	3,804	34,337	0-04
July.....	13	26	6,368	8,338	77,588	0-10
August.....	18	31	2,046	7,617	110,625	0-14
September.....	18	31	6,296	11,619	112,759	0-14
Cumulative totals.....	126		36,014		759,430	0-10

*Preliminary figures. ‡Strikes un-terminated at the end of the previous year are included in these totals.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1949 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to September, 1949				
MANUFACTURING— <i>Tobacco and Liquors—</i> Soft drink factory workers, Windsor, Ont.	1	86	2,000	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check-off, seniority, etc., following reference to conciliation board; un-terminated.
<i>Textiles, Clothing, etc.—</i> Textile products factory workers, St. Lambert, P.Q.	1	73	1,200	Commenced August 29; for union recognition and agreement with increased wages and other changes; partial return of workers; employment conditions no longer affected by the end of September; indefinite.
<i>Printing and Publishing—</i> Lithographers, London, Hamilton Ottawa, Toronto, Ont., Montreal, P.Q.	41	(3) 859	(3) 18,000	Commenced June 29; for a new agreement providing for increased wages, reduced hours, insurance and welfare plan, etc., following reference to conciliation board; un-terminated
<i>Miscellaneous Wood Products—</i> Wood products factory workers, New Westminster, B.C.	1	37	590	Commenced August 30; for a new agreement providing for increased wages as recommended by conciliation board; terminated September 23; negotiations; compromise.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to September, 1949				
MANUFACTURING—Con.				
Metal Products—				
Metal factory workers, Hamilton, Ont.	1	19	200	Commenced May 25; alleged discrimination in dismissal of three workers, and for union recognition and agreement; terminated by September 30; application for certification withdrawn by union and endorsed by Ontario Labour Relations Board, October 5; in favour of employer.
Steel and enamelled products factory workers, Hespeler, Ont.	1	121	725	Commenced August 12; for a new agreement providing for a greater increase in wages than recommended by conciliation board; terminated September 9; negotiations; compromise.
Steel drum factory workers, Hamilton, Ont.	1	20	220	Commenced August 24; for a union agreement providing for increased wages; terminated September 16; negotiations; compromise.
Non-Metallic Minerals, Chemicals, etc.—				
Chemical factory workers, Bishopric, Sask.	1	35	800	Commenced August 11; for a new agreement providing for increased wages; untermi-nated.
Chemical factory workers, Calgary, Alta.	1	125	1,500	Commenced August 15; for a new agreement providing for increased wages, following reference to arbitration board ⁽⁶⁾ ; terminated September 16; negotiations; compromise.
CONSTRUCTION—				
Buildings and Structures—				
Carpenters and building trades workers, St. John's, Nfld.	.....	600	10,000	Commenced August 31; for a new agreement providing for increased wages and other changes; terminated September 22; conciliation, provincial; compromise.
TRADE—				
Department store clerks, New Westminster, B.C.	1	65	1,495	Commenced August 27; for a union agreement providing for increased wages and other changes, as recommended by majority report of conciliation board; untermi-nated.
Strikes and Lockouts Commencing During September, 1949				
FISHING AND TRAPPING—				
Salmon fishermen, tendermen, etc., British Columbia.	.....	4,500	22,000	Commenced September 26; for increased prices for fish; untermi-nated.
MANUFACTURING—				
Rubber and its Products—				
Tire factory workers, press room, Kitchener, Ont.	1	(4) 145	435	Commenced September 7; protest against working with a certain employee; terminated September 11; return of workers; in favour of employer.
Pulp, Paper and Paper Products—				
Paper box factory workers, Toronto, Ont.	1	184	690	Commenced September 23; refusal by union to accept unanimous report of conciliation board providing for increased wages in new agreement under negotiations; terminated September 28; return of workers following second vote <i>re</i> acceptance; in favour of employer.

TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, SEPTEMBER, 1949 (1)

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During September, 1949				
MANUFACTURING—Con.				
Miscellaneous Wood Products— Furniture frame factory workers, Montreal, P.Q.	2	41	250	Commenced September 2; for imple- mentation of award of arbitration board for increased wages in new agreement under negotiations; ter- minated September 12; negoti- ations; in favour of employers.
Veneer and plywood factory workers, Mont Laurier, P.Q.	1	105	780	Commenced September 19; for imple- mentation of award of arbi- tration board for increased wages and for union security in agreement under negotiations; terminated September 27; return of workers pending further negotiations, in- definite.
Metal Products— Electrical apparatus factory workers, Guelph, Ont.	1	338	2,780	Commenced September 14; for in- creased wages, instead of proposed reduction, closed shop, continuance of check-off, etc., in new agree- ment under negotiations; termi- nated September 26; return of workers pending further negoti- ations; indefinite.
Electrical apparatus factory workers, Peterborough, Ont.	1	100	30	Commenced September 19-22; pro- test against change to hourly rates instead of piece-work, due to moving departments, and dis- satisfaction with grievance pro- cedure; terminated by September 22; return of workers pending settlement; indefinite.
Hardware factory workers, Peterborough, Ont.	1	180	45	Commenced September 27; for a new agreement providing for increased wages, reduced hours, extension of vacation plan, etc.; terminated September 27; return of workers pending further negotiations; in- definite.
CONSTRUCTION—				
Buildings and Structures— Sheet metal workers, Toronto, Ont.	28	360	1,350	Commenced September 22; for a new agreement providing for increased wages retroactive to May 1, 1949, as recommended by conciliation board; terminated September 27; return of workers pending settle- ment; indefinite.
TRANSPORTATION—				
Electric Railways and Local Bus Lines— Bus garage mechanics, Quebec, P.Q.	1	(5) 138	950	Commenced September 8; for a greater increase in wages than recommended by conciliation board in new agreement under negoti- ations; terminated September 16; conciliation, federal; compromise.
Bus drivers, mechanics, etc., St. John's, Nfld.	1	80	540	Commenced September 23; for time and one-half for overtime and against dismissal of president of union; unternminated.

(1) Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) Workers involved in Ontario—569; time loss, 12,000 days; workers involved in Quebec—290; time loss, 6,000 days.

(4) 846 indirectly affected; (5) 370 indirectly affected; (6) Revised.

ANNUAL REPORT ON
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HOURS OF LABOUR
IN CANADA

October, 1948



CANADA
DEPARTMENT OF LABOUR
Economics and Research Branch

Report No. 31, Issued as a Supplement to THE LABOUR GAZETTE, November, 1949

THE LABOUR GAZETTE

The Official Journal
of the
Department of Labour of Canada

PUBLISHED MONTHLY
IN ENGLISH and FRENCH

SUBSCRIPTION RATES—\$1.00 per annum, postage prepaid. Groups of 10 or more, 50 cents per annum. Single copies 10 cents each. Address inquiries to the Circulation Manager, Department of Labour, Ottawa.

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October, 1948



CANADA

DEPARTMENT OF LABOUR
Economics and Research Branch

Minister — HON. HUMPHREY MITCHELL

Deputy Minister — ARTHUR MacNAMARA, C.M.G., LL.D.

Report No. 31, Issued as a Supplement to THE LABOUR GAZETTE, November, 1949

OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,
KING'S PRINTER AND CONTROLLER OF STATIONERY
1949

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WAGE RATES AND HOURS OF LABOUR IN CANADA, 1948

A FURTHER increase of wage rates of 12·7 per cent over 1947 brought the general index of wage rates for 1948 to 95·8 per cent over its pre-war level in 1939. This fact is revealed by the results of the latest annual survey of wages and working conditions in Canada, by the Economics and Research Branch of the Department of Labour. The index is calculated on the base of average rates in 1939 as 100.

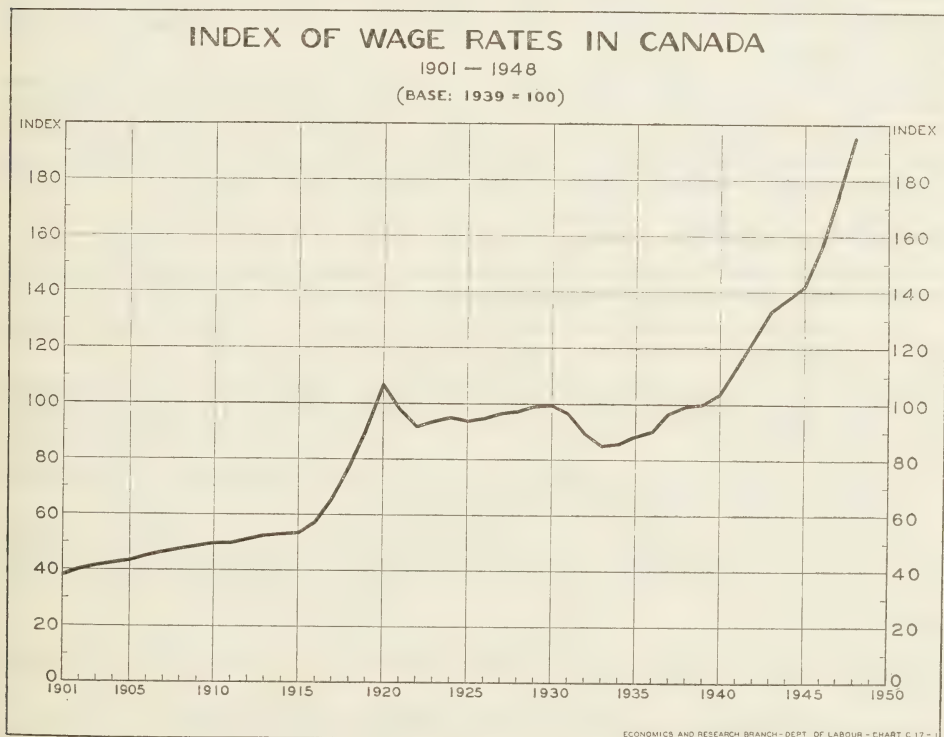
The average increases in the indexes of wage rates in 1948 over 1947 for the main industrial groups are as follows: Logging 12·1 per cent; Mining 12·5 per cent; Manufacturing 12·3 per cent; Construction 13·7 per cent; Transportation and Communication 16·7 per cent; and Service (Laundries) 7·3 per cent.

The index numbers for groups of industries indicate the relative changes in rates from industry to industry but do not provide a basis for comparison of the actual rates or wage levels between industries.

INTRODUCTORY NOTES

Survey Coverage

The average wage rates shown in this report are compiled from statistics collected by the Department of Labour from about 15,000 business establishments, supplemented in some cases by information from trade unions and from collective



agreements. Most of the establishments with 15 or more employees are included in the survey with a representative number of smaller firms in certain industries, such as garages, in wholesale and retail trade and in construction.

Wage Rates

In all industries except Eastern Canada Logging, the wage rates apply to the last normal pay period preceding October 1; in Eastern Canada Logging the pay period is that immediately prior to February 1.

Employers were asked to report by occupation their straight time wage or salary rates, as well as their straight time piece-work earnings. For convenience the averages calculated from these figures are referred to as average wage rates although average straight time earnings is a more precise designation.

The information set forth in this report is shown for selected representative occupations in a large number of industries, for Canada, by province or region, and in some cases by city. Most of the figures are published on an hourly basis but in some instances weekly or monthly averages are shown. The rates do not include the value of any allowances to employees, such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. All wage rates are for males unless otherwise designated. Rates for foremen, charge hands and apprentices were not requested in the 1948 Survey.

The index numbers of wage rates shown in the first tables of this report reflect the changes in average straight time earnings. These earnings may be affected by shifts in the number of workers at each rate, as well as by changes in actual rates or earnings. Changes in rates reflect not only general time-rate and piece-rate changes but also those for individuals and small groups of employees and those caused by up and down grading within an occupational rate range. The rates shown are for day work only; they are not affected by shift differentials or by over-time or other premium payments.

In addition to average wage rates, predominant ranges of rates are shown. These ranges include the rates for approximately 80 per cent of the workers included in the averages for each occupation. The purpose of this is to eliminate extremely high and extremely low rates but at the same time show the limits within which the great majority of the workers in each occupation are included.

Index Number Calculation

To obtain an index number for each industry, such as meat products or cotton yarn and cloth, the following system is used:

- (1) Individual averages are calculated for each of a representative list of occupations;
- (2) Each average is multiplied by the weight assigned for that occupation, such weights being determined by the number of workers reported in the base year;
- (3) The sum of the products for any given year is expressed as a percentage of the similar aggregate for the base year.

To obtain an index number for a main industrial group, such as manufacturing, indexes computed by the above method are weighted by the employment in each industry as reported to the Dominion Bureau of Statistics and these products are averaged.

The general average is computed from indexes for the main industrial groups by a similar weighting procedure.

For the period 1901 to 1938 the index numbers were calculated by the use of link relatives. For this period the percentage change from year to year for each occupation was calculated. The simple arithmetic average of these percentages

was obtained and the average increase or decrease applied to the index for the industry for the preceding year. To obtain the general index the main group indexes were weighted in proportion to the number of workers in each group based on data from the decennial census.

Tables

Table I contains index numbers of wage rates by industries and by main groups of industries for the period 1941 to 1948, the indexes being based on rates in 1939 as 100. This is a continuation of the series first shown in Report No. 26. For the period 1901 to 1948 indexes are also shown for the main industrial groups on the base of the average rates in 1939 as 100 in Table II and 1935-39 as 100 in Table IIA.

The following industries, for which wage rates and hours of work are shown in the report, are not included in the index number calculations: agriculture, stevedoring, motor transport, grain elevators, dairies, fruit and vegetable canning, fish canning (West Coast), railway rolling stock, machine tools, baskets and wooden boxes, chemicals, trade, garages, civic employees, restaurants, and hotels.

Statistics of wage rates and hours of work by industry are shown in Tables III to XI inclusive, while Table XII contains a summary of straight time or standard hours of work for all industry.

An appendix to the report gives data regarding wages paid to farm labour, as published by the Dominion Bureau of Statistics.

History of Survey

Statistics of wage rates and hours of labour have been collected by the Department of Labour since it began to function in 1900 and were published from time to time in the Labour Gazette. A separate report on wages was issued in 1921 as a supplement to the Labour Gazette. This was the first report in the series and contained statistics for certain trades and industries in a number of Canadian cities from 1901 to 1920 with index numbers on a base of average rates in 1913 as 100.

The information was obtained mainly from employers and trade unions, but data from collective agreements and information obtained by departmental officers in the field and from correspondents were also used. In subsequent reports the scope of the statistics has been gradually broadened to include a representative list of occupations in most industries. Additional groups of industries have been added from time to time in the table of index numbers. Articles on wage rates, hours and working conditions for certain industries have been published monthly in the Labour Gazette, beginning with the June 1947 edition.

In the 1947 survey, occupational schedules were sent to employers in several industries for the first time. These schedules consist of a list of representative occupations with a short description of each. Their chief advantage is that they assist employers in reporting wage rates by identifying the specific jobs for which information is requested. Accordingly, the Department is assisted in the compilation of wage statistics by a greater assurance of uniformity in the duties of each selected occupation. The number of industries covered by these schedules was increased in 1948 and it is expected that as a result of research on the subject now under way, this system of occupational wage reporting schedules will be used much more extensively in the future.

While data for Newfoundland are not included in this report due to the fact that it did not enter into Confederation until March 31, 1949, preliminary steps are being taken to include information for this province in subsequent reports.

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY
INDUSTRY, 1941-1948

(Rates in 1939=100)

INDUSTRY	1941	1942	1943	1944	1945	1946	1947	1948
Logging	114.0	125.9	143.1	146.1	153.3	167.4	195.1	218.8
Logging, Eastern Canada.....	114.8	124.9	142.0	143.2	151.4	162.8	188.3	212.0
Logging, British Columbia, Coastal	110.8	129.7	147.5	156.8	160.5	184.9	220.8	244.2
Mining	111.2	116.6	123.7	134.8	136.5	140.6	161.7	181.9
Coal mining.....	109.4	113.1	124.8	146.0	146.2	146.7	166.7	192.9
Metal mining.....	112.2	118.7	123.1	125.2	128.2	135.7	157.7	173.1
Metal mining, Quebec and Ontario.....	112.2	118.0	121.7	123.7	124.6	128.9	151.8	166.9
Metal mining, Manitoba.....	107.8	114.4	121.7	127.4	127.4	140.6	163.4	173.9
Metal mining, British Columbia	113.7	123.0	128.7	132.1	141.9	159.0	177.6	195.7
Manufacturing	115.2	125.5	136.8	141.4	146.5	161.5	183.3	205.9
Primary textile products.....	119.0	127.8	140.4	146.0	151.5	165.6	190.1	224.2
Cotton yarn and cloth.....	123.8	128.1	136.6	139.1	148.7	161.6	189.0	230.6
Woolen yarn and cloth.....	120.1	136.6	152.8	160.3	163.5	183.1	209.8	241.3
Knitting — hosiery, underwear and outerwear.....	112.5	123.6	138.5	146.2	150.3	162.5	184.3	213.8
Rayon yarn and fabric.....	122.9	129.0	141.3	147.0	148.9	164.7	186.8	218.2
Clothing	118.0	129.0	139.3	144.3	156.3	176.2	189.5	205.9
Men's and boys' suits and over- coats.....	117.9	129.8	146.6	151.9	164.1	182.1	203.0	214.8
Work clothing.....	118.2	133.3	140.8	141.0	148.0	160.3	173.0	197.1
Men's shirts.....	107.0	122.6	135.9	146.5	157.0	171.7	196.6	209.4
Women's and misses' suits and coats.....	126.9	131.8	134.5	137.5	152.7	176.2	186.2	206.3
Dresses.....	118.8	127.5	133.2	138.9	152.5	179.2	178.5	196.9
Rubber products	117.1	127.1	134.4	139.8	143.4	167.7	190.1	213.7
Pulp and its products	109.5	115.1	120.3	125.7	127.3	148.6	173.8	193.6
Pulp.....	114.4	124.0	128.6	135.3	136.3	162.8	193.5	214.3
Newsprint.....	107.7	109.6	115.4	119.6	120.9	137.3	158.4	174.3
Paper other than newsprint....	107.5	113.2	120.1	124.7	126.8	147.0	170.9	191.8
Paper boxes	115.5	123.9	128.9	133.1	138.5	151.6	175.8	202.3
Printing and publishing	105.8	110.0	113.7	116.3	118.5	127.3	138.9	158.2
Newspaper printing.....	105.5	108.3	112.5	116.5	119.1	125.7	136.6	152.6
Job printing.....	105.9	110.6	113.8	114.9	117.7	129.8	142.4	165.9
Lumber and its products	117.7	131.0	142.9	148.2	156.1	178.3	205.2	226.2
Sawmill products.....	115.0	130.7	143.8	148.7	157.5	184.8	215.7	236.5
Planing mills, sash, doors, etc..	120.0	123.7	134.9	139.4	147.2	161.2	180.2	195.9
Wooden furniture.....	125.0	139.0	147.6	154.8	159.5	171.7	192.6	218.8
Edible plant products	115.0	122.5	130.0	134.2	139.4	153.0	175.0	194.5
Flour.....	113.9	121.5	133.3	135.0	139.2	153.1	178.0	196.5
Bread and cake.....	115.5	123.9	128.9	134.3	139.0	152.6	174.2	191.6
Biscuits.....	114.4	121.8	131.9	135.8	142.0	159.2	184.1	210.5
Confectionery.....	114.5	118.2	130.0	131.8	139.0	148.7	167.0	189.3
Fur products	113.7	121.7	127.3	130.5	140.5	150.7	170.5	195.6
Leather and its products	122.5	134.8	142.9	145.4	153.5	167.5	198.5	219.3
Leather tanning.....	119.5	133.9	148.9	156.8	167.0	181.1	215.7	239.7
Boots and shoes.....	123.2	135.0	141.7	142.6	150.1	164.0	194.2	214.1

Table I—INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY,
1941-1948—Concluded

INDUSTRY	1941	1942	1943	1944	1945	1946	1947	1948
Manufacturing—Concluded								
Edible animal products (Meat products).....	112.7	119.0	135.1	137.3	141.0	165.4	189.1	217.0
Iron and its products.....	112.9	125.6	138.8	142.6	148.2	159.6	180.4	200.5
Crude, rolled and forged products.....	108.1	122.2	135.5	143.5	149.1	170.6	189.6	215.3
Foundry and machine shop products.....	116.0	120.9	137.0	140.8	149.5	161.0	189.6	212.1
Machinery, engines, boilers, tanks, etc.....	116.2	129.7	141.7	147.9	147.3	155.8	177.4	195.8
Aircraft and parts.....	109.5	122.7	134.0	138.7	148.7	154.6	162.9	173.3
Steel shipbuilding.....	121.2	132.2	144.4	145.3	145.9	148.8	163.7	175.7
Motor vehicles.....	108.6	115.8	122.7	126.3	130.3	140.4	151.1	163.1
Motor vehicle parts and accessories.....	110.2	127.0	145.7	147.1	148.2	162.3	191.0	215.3
Heating and cooking apparatus	115.6	131.0	143.5	149.5	155.4	163.5	192.0	226.6
Agricultural machinery.....	117.6	136.7	151.9	155.8	157.5	178.5	207.3	232.0
Sheet metal products.....	114.1	126.4	150.1	155.1	154.9	161.9	185.0	211.3
Tobacco products.....	113.0	120.4	131.5	140.3	140.5	156.9	186.4	232.2
Beverages (Brewery products).....	113.3	117.1	121.9	123.5	127.9	148.4	160.7	182.9
Electric current production and distribution.....	112.0	120.2	129.6	132.5	134.4	143.5	154.8	169.7
Electrical products.....	123.2	133.7	149.2	154.1	156.8	169.1	195.5	225.6
Construction.....	111.6	118.6	127.7	129.6	131.1	143.9	155.0	176.3
Transportation and Communication	109.7	116.4	127.0	128.0	128.8	143.5	149.3	174.3
Transportation.....	110.1	117.0	127.7	128.7	129.2	145.9	151.6	178.8
Water transportation (Inland and Coastal).....	113.3	125.8	138.8	142.2	144.6	162.3	183.8	213.5
Steam railways.....	109.4	114.8	125.5	125.5	125.5	142.3	142.3	170.2
Electric street railways.....	109.1	115.8	121.2	125.7	126.6	139.5	162.3	175.0
Communication—Telephone.....	106.4	112.0	121.9	122.4	125.6	125.2	132.2	140.4
Service—Laundries.....	110.5	116.5	127.3	128.9	135.4	147.5	170.5	183.0
GENERAL AVERAGE.....	113.1	122.5	133.7	137.9	141.8	155.2	173.7	195.8

Table II—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1948

(Rates in 1939=100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	51.4	47.4	61.2	.....	35.3	43.9	33.7	32.8	.....	.....	38.1
1902..	52.6	48.0	61.6	.....	37.7	44.1	35.2	34.9	.....	.....	40.0
1903..	53.9	48.9	59.5	.....	39.5	43.9	36.8	36.5	.....	.....	41.4
1904..	54.6	48.8	53.1	.....	40.9	44.5	37.6	37.5	.....	.....	42.3
1905..	57.0	49.5	58.7	.....	42.8	44.7	36.5	37.7	.....	.....	43.1
1906..	59.4	50.1	62.5	.....	45.0	45.5	38.9	39.0	.....	.....	44.9
1907..	60.3	53.6	61.7	.....	47.0	46.5	39.6	41.8	.....	.....	46.3
1908..	58.6	54.3	62.6	.....	47.7	47.6	42.2	42.0	.....	.....	47.4
1909..	61.9	54.5	63.2	.....	48.7	48.3	42.3	41.7	.....	.....	48.3
1910..	64.0	54.0	62.5	.....	50.9	48.4	44.1	44.0	.....	.....	49.9
1911..	65.6	55.9	63.1	45.0	52.9	49.1	46.9	45.2	.....	.....	49.2
1912..	67.7	56.4	66.3	45.8	56.2	50.1	47.9	47.4	.....	.....	50.8
1913..	68.7	57.3	65.3	47.2	58.6	52.0	49.0	51.3	47.0	.....	52.1
1914..	64.3	58.4	65.4	48.7	59.1	52.8	49.9	51.8	49.2	.....	52.8
1915..	61.1	58.7	66.2	50.1	59.4	54.0	49.8	50.2	47.5	.....	53.2
1916..	73.0	64.0	73.2	54.3	60.0	54.9	51.8	52.5	50.7	.....	56.9
1917..	95.8	75.0	81.1	60.4	64.4	64.5	61.0	58.8	56.8	.....	65.2
1918..	110.3	90.5	88.1	69.2	73.8	78.6	77.3	73.3	65.6	.....	76.6
1919..	127.3	97.8	88.4	85.0	86.8	86.7	90.1	83.8	75.1	.....	90.0
1920..	142.5	113.3	102.9	102.4	106.0	105.2	108.2	99.7	88.2	92.2	107.0
1921..	102.2	119.4	95.2	95.4	99.9	96.0	95.9	98.6	97.3	91.8	97.5
1922..	79.6	113.4	88.0	89.2	95.3	86.7	90.3	94.6	98.2	87.2	91.1
1923..	93.5	113.4	91.9	92.5	97.5	91.5	91.2	95.6	99.6	88.6	93.6
1924..	105.9	110.3	92.0	93.2	99.4	90.2	91.2	95.7	99.9	89.0	94.8
1925..	95.2	96.1	93.3	92.3	99.8	90.4	91.2	96.4	99.0	89.1	93.8
1926..	95.5	96.0	93.2	92.8	100.9	90.2	91.2	96.7	99.9	89.7	94.4
1927..	97.7	96.3	93.3	94.1	105.0	91.3	97.1	97.5	100.8	91.4	96.4
1928..	99.0	96.8	93.2	94.8	108.7	91.9	97.1	99.6	101.6	93.1	97.5
1929..	98.7	96.8	93.8	95.4	115.8	96.1	100.0	101.9	101.8	94.2	99.2
1930..	97.5	97.1	93.9	95.5	119.1	97.2	100.0	102.3	102.0	94.7	99.9
1931..	81.5	97.1	92.6	93.1	114.7	93.0	97.5	101.9	101.5	95.0	96.6
1932..	67.1	94.1	89.7	87.0	104.5	86.5	90.1	98.1	99.0	88.6	89.7
1933..	57.4	92.8	88.6	82.9	92.5	81.2	88.0	93.8	97.0	87.9	85.1
1934..	65.7	93.4	90.9	85.2	90.7	80.5	85.0	93.7	96.1	93.7	85.9
1935..	73.1	95.0	92.6	87.0	93.6	81.1	90.1	94.3	96.6	93.0	88.4
1936..	80.9	95.1	94.9	89.1	94.2	82.4	90.1	95.2	97.1	93.8	90.0
1937..	93.9	95.6	99.1	96.1	96.9	92.0	96.0	97.8	98.3	98.5	96.7
1938..	101.8	100.0	99.6	99.2	99.2	99.1	100.0	99.4	99.7	99.7	99.6
1939..	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1940..	104.9	102.1	102.8	104.3	104.5	105.2	100.0	103.9	105.4	101.3	103.9
1941..	114.0	109.4	112.2	115.2	111.6	113.3	109.4	109.1	110.5	106.4	113.1
1942..	125.9	113.1	118.7	125.5	118.6	125.8	114.8	115.8	116.5	112.0	122.5
1943..	143.1	124.8	123.1	136.8	127.7	138.8	125.5	121.2	127.3	121.9	133.7
1944..	146.1	146.0	125.2	141.4	129.6	142.2	125.5	125.7	128.9	122.4	137.9
1945..	153.3	146.2	128.2	146.5	131.1	144.6	125.5	126.6	135.4	125.6	141.8
1946..	167.4	146.7	135.7	161.5	143.9	162.3	142.3	139.5	147.5	125.2	155.2
1947..	195.1	166.7	157.7	183.3	155.0	183.8	142.3	162.3	170.5	132.2	173.7
1948..	218.8	192.9	173.1	205.9	176.3	213.5	170.2	175.0	183.0	140.4	195.8

Table IIA—INDEX NUMBERS OF WAGE RATES FOR CERTAIN MAIN GROUPS OF INDUSTRIES IN CANADA, 1901-1948

(Rates in 1935-39=100)

Year	Logging	Coal Mining	Metal Mining	Manufacturing	Construction	Water Transportation	Steam Railways	Electric Railways	Laundries	Telephones	General Average
1901..	57.1	48.8	62.9	.....	36.5	48.3	35.4	33.7	.....	.....	40.1
1902..	58.5	49.4	63.3	.....	38.9	48.5	37.0	35.8	.....	.....	42.1
1903..	59.9	50.3	61.2	.....	40.8	48.3	38.6	37.5	.....	.....	43.6
1904..	60.7	50.2	59.7	.....	42.2	48.9	39.5	38.5	.....	.....	44.5
1905..	63.4	50.9	60.3	.....	44.2	49.2	38.3	38.7	.....	.....	45.4
1906..	66.0	51.6	64.2	.....	46.5	50.0	40.8	40.0	.....	.....	47.3
1907..	67.0	55.2	63.4	.....	48.5	51.1	41.6	42.9	.....	.....	48.8
1908..	65.2	55.9	64.4	.....	49.3	52.4	44.3	43.1	.....	.....	49.9
1909..	63.8	56.1	65.0	.....	50.3	53.1	44.4	42.8	.....	.....	50.9
1910..	71.2	55.6	64.2	.....	52.6	53.2	46.3	45.2	.....	.....	52.5
1911..	72.9	57.5	64.9	47.7	54.6	54.0	49.2	46.4	.....	.....	51.8
1912..	75.3	58.0	68.2	48.6	58.1	55.1	50.3	48.7	.....	.....	53.5
1913..	76.4	59.0	67.1	50.0	60.5	57.2	51.4	52.7	47.8	.....	54.9
1914..	71.5	60.1	67.2	51.6	61.0	58.1	52.4	53.2	50.0	.....	55.6
1915..	68.0	60.4	68.1	53.1	61.4	59.4	52.3	51.6	48.3	.....	56.0
1916..	81.2	65.9	75.2	57.6	62.0	60.4	54.4	53.9	51.6	.....	59.9
1917..	106.5	77.2	83.4	64.0	66.5	71.0	64.0	60.4	57.8	.....	68.7
1918..	122.6	93.1	90.6	73.4	76.2	86.5	81.2	75.3	66.7	.....	80.7
1919..	141.5	100.6	90.9	90.1	89.7	95.4	94.6	86.1	76.4	.....	94.8
1920..	158.4	116.6	105.8	108.5	109.5	115.7	113.6	102.4	89.7	95.1	112.7
1921..	113.6	122.9	97.9	101.1	103.2	105.6	100.7	101.3	99.0	94.6	102.7
1922..	88.5	116.7	90.5	94.6	98.4	95.4	94.8	97.2	99.9	89.9	95.9
1923..	104.0	116.7	94.5	98.1	100.7	100.7	95.8	98.2	101.3	91.3	98.6
1924..	117.7	113.5	94.6	98.8	102.7	99.2	95.8	93.3	101.6	91.8	99.8
1925..	105.8	98.9	95.9	97.8	103.1	99.4	95.8	99.0	100.7	91.9	98.8
1926..	106.2	98.8	95.8	98.4	104.2	99.2	95.8	99.3	101.6	92.5	99.4
1927..	108.6	99.1	95.9	99.7	108.5	100.4	102.0	100.1	102.5	94.2	101.5
1928..	110.1	99.6	95.8	100.5	112.3	101.1	102.0	102.3	103.3	96.0	102.7
1929..	109.7	99.6	96.4	101.1	119.6	105.7	105.0	104.7	103.5	97.1	104.5
1930..	108.4	99.9	96.5	101.2	123.0	106.9	105.0	105.1	103.7	97.6	105.2
1931..	90.6	99.9	95.2	98.7	118.5	102.3	102.4	104.7	103.2	97.9	101.7
1932..	74.6	96.8	92.2	92.2	107.9	95.1	94.6	100.7	100.7	91.3	94.5
1933..	63.8	95.5	91.1	87.9	95.6	89.3	92.4	96.3	98.6	90.6	89.6
1934..	73.0	96.1	93.4	90.3	93.7	88.6	89.3	96.2	97.7	96.6	90.5
1935..	81.3	97.8	95.2	92.2	96.7	89.2	94.6	96.8	98.2	95.9	93.1
1936..	89.9	97.9	97.6	94.4	97.3	90.6	94.6	97.8	98.7	96.7	94.8
1937..	104.4	98.4	101.9	101.9	100.1	101.2	100.8	100.4	100.0	101.6	101.8
1938..	113.2	102.9	102.4	105.2	102.5	109.0	105.0	102.1	101.4	102.8	104.9
1939..	111.2	102.9	102.8	106.0	103.3	110.0	105.0	102.7	101.7	103.1	105.3
1940..	116.6	105.1	105.7	110.6	107.9	115.7	105.0	106.7	107.2	104.4	109.4
1941..	126.8	112.6	115.3	122.1	115.3	124.6	114.9	112.1	112.4	109.7	119.1
1942..	140.0	116.4	122.0	133.0	122.5	138.4	120.5	119.0	118.5	115.5	129.0
1943..	159.1	128.4	126.5	145.1	131.9	152.7	131.8	124.5	129.5	125.7	140.8
1944..	162.4	150.3	128.8	150.0	133.9	156.4	131.8	129.1	131.1	126.2	145.2
1945..	170.4	150.5	131.8	155.4	135.5	159.0	131.8	130.1	137.7	129.5	149.4
1946..	186.1	151.0	139.6	171.3	148.7	178.5	149.4	143.3	150.0	129.1	163.5
1947..	216.9	171.6	162.2	194.4	160.2	202.2	149.4	166.7	173.4	136.3	183.0
1948..	243.3	198.6	178.0	218.4	182.2	234.8	178.7	179.8	186.1	144.7	206.2

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY, 1948

EASTERN CANADA

NOTE.—All provincial averages are time rates unless otherwise designated. Eastern Canada averages include both time and piece-work.

Standard Hours per Week: 48-60 with most firms reporting 60 hours.

Occupation and Locality	With Board		Without Board	
	Average Wage Rate per Day	Range of Rates per Day	Average Wage Rate per Day	Range of Rates per Day
<i>Blacksmiths</i>	\$	\$	\$	\$
Eastern Canada.....	6.14	.....	7.78	.....
Nova Scotia.....	5.34	5.00 — 5.50	.....	.....
New Brunswick.....	6.09	5.00 — 7.00	7.36	6.05 — 9.05
Quebec.....	6.36	4.80 — 8.00	7.63	6.50 — 8.85
Ontario.....	6.05	5.77 — 6.73	8.00	7.50 — 8.25
<i>Choppers, Cutters and Sawyers</i>				
Eastern Canada.....	6.09	.....	7.73	.....
Nova Scotia.....	4.33	4.20 — 4.75	.....	.....
New Brunswick.....	4.81	4.00 — 5.50	5.41	4.50 — 6.25
Quebec.....	4.14	3.85 — 5.00	5.50	4.00 — 6.39
Quebec (piece-work).....	7.33	4.50 — 8.29	7.57	6.98 — 9.45
Ontario.....	4.41	3.65 — 5.63	5.92	5.00 — 6.50
Ontario (piece-work).....	7.95	7.20 — 8.00	9.67	7.38 — 11.34
<i>Cooks</i>				
Eastern Canada.....	5.69	.....	7.09	.....
Nova Scotia.....	4.83	4.00 — 5.50	.....	.....
New Brunswick.....	6.04	5.00 — 7.05	7.17	6.34 — 8.05
Quebec.....	5.71	5.00 — 6.99	6.90	5.80 — 7.75
Ontario.....	5.62	5.00 — 6.67	7.62	6.50 — 8.25
<i>Cookees</i>				
Eastern Canada.....	3.87	.....	5.23	.....
Nova Scotia.....	3.73	3.00 — 4.00	.....	.....
New Brunswick.....	4.47	4.00 — 5.00	5.46	4.00 — 6.55
Quebec.....	3.85	3.17 — 4.85	5.07	4.55 — 5.55
Ontario.....	3.51	2.83 — 4.04	5.53	4.80 — 5.70
<i>Loaders</i>				
Eastern Canada.....	4.59	.....	7.40	.....
Nova Scotia.....	4.24	3.50 — 4.75	.....	.....
New Brunswick.....	4.45	4.25 — 4.50	5.41	5.00 — 5.76
Quebec.....	4.45	3.65 — 5.25	6.10	5.35 — 6.40
Ontario.....	4.86	3.85 — 5.00	6.18	5.25 — 6.75
Ontario (piece-work).....	.....	.....	10.36	9.00 — 11.80
<i>River Drivers</i>				
Eastern Canada.....	4.85	.....	5.92	.....
New Brunswick.....	4.49	4.00 — 5.00	5.99	5.50 — 6.80
Quebec.....	4.98	4.00 — 5.69	5.63	5.05 — 6.00
Ontario.....	5.19	4.00 — 6.50	7.02	6.21 — 7.30

Table III—WAGE RATES AND HOURS OF LABOUR IN THE LOGGING INDUSTRY—
Concluded

EASTERN CANADA—Concluded

Occupation and Locality	With Board		Without Board	
	Average Wage Rate per Day	Range of Rates per Day	Average Wage Rate per Day	Range of Rates per Day
<i>Road Cutters</i>	\$	\$	\$	\$
Eastern Canada.....	4.47	.....	5.69	.....
Nova Scotia.....	4.32	4.00 — 5.00	.....	.....
New Brunswick.....	4.71	4.50 — 5.00	5.50	4.75 — 6.05
Quebec.....	4.74	3.46 — 6.00	5.92	5.00 — 6.92
Ontario.....	4.07	3.27 — 4.81	5.56	4.45 — 6.50
<i>Teamsters</i>				
Eastern Canada.....	5.02	.....	7.42	.....
Nova Scotia.....	4.21	4.00 — 4.25	.....	.....
New Brunswick.....	4.66	4.50 — 5.00	6.38	5.25 — 7.25
Quebec.....	5.42	4.00 — 7.00	6.82	5.75 — 8.75
Quebec (piece-work).....	.....	.....	8.94	7.59 — 8.97
Ontario.....	4.65	3.65 — 5.00	6.50	5.25 — 7.00
Ontario (piece-work).....	.....	.....	10.00	8.00 — 12.50
<i>Pulpwood Cutters</i>				
Eastern Canada.....	.....	.....	7.92	.....
New Brunswick.....	.....	.....	5.11	4.50 — 5.55
New Brunswick (piece-work).....	.....	.....	6.89	5.50 — 9.05
Quebec.....	.....	.....	5.50	5.24 — 6.05
Quebec (piece-work).....	.....	.....	8.17	6.94 — 9.44
Ontario (piece-work).....	.....	.....	8.43	6.73 — 10.09

BRITISH COLUMBIA (COASTAL)

NOTE.—Averages shown are for time rates unless otherwise designated. Lodging, but not board except for cooks, is supplied in addition to rates shown. Standard Hours per week: 40.

Occupation	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
Boommen.....	10.51	10.12—11.22
Bullecooks and Flunkies.....	8.65	¹
Chasers.....	10.28	¹
Chokermen.....	9.88	¹
Cooks.....	11.25 ²	8.90—12.05
Donkey Engineers.....	11.98	11.60—13.22
Fallers and Buckers.....	11.50	¹
Fallers and Buckers (piece-work).....	20.06	17.70—22.21
Loaders.....	10.36	¹
Locomotive Engineers.....	11.89	11.68—11.92
Locomotive Firemen and Brakemen.....	9.59	9.40—10.32
Rigging Slingers.....	11.06	¹
Roadmen and Swampers.....	9.57	9.40— 9.88
Sectionmen.....	9.14	8.84— 9.64
Signalmen.....	9.32	¹

¹ Predominant rate.

² With board.

**Table IV—WAGE RATES AND HOURS OF LABOUR IN THE
MINING INDUSTRY, 1948**

(1) COAL MINING

Occupation and Locality			Average Wage Rate per Day	Range of Rates per Day
			\$	\$
STANDARD HOURS				
	<i>Per Day</i>	<i>Per Week</i>		
Nova Scotia.....	8	40 and 48		
New Brunswick.....	8	48 and 54		
Saskatchewan.....	8	40 and 44		
Alberta.....	8	40 and 48		
British Columbia.....	8	40 and 44		
<i>Blacksmiths</i>				
Canada.....			9.38	
Nova Scotia.....			8.19 ¹	
Alberta.....			10.94 ¹	
British Columbia.....			10.98	10.84 —11.05
<i>Bratticemen</i>				
Canada.....			8.94	
Nova Scotia.....			7.74 ¹	
Alberta.....			10.95 ¹	
British Columbia.....			10.90	10.74 —10.95
<i>Carpenters</i>				
Canada.....			9.19	
Nova Scotia.....			8.14 ¹	
Alberta.....			11.05 ¹	
British Columbia.....			10.84 ¹	
<i>Drivers</i>				
Canada.....			9.76	
Nova Scotia.....			7.64 ¹	
Alberta.....			10.68 ¹	
British Columbia.....			10.56	
<i>Hoisting Engineers</i>				
Canada.....			9.39	
Nova Scotia.....			8.00	7.64 — 8.76
New Brunswick.....			6.87	
Alberta.....			10.74	10.52 —11.11
British Columbia.....			10.68	10.90 —11.11
<i>Labourers</i>				
Canada.....			9.10	
Nova Scotia.....			7.64 ¹	
New Brunswick.....			6.31 ¹	
Alberta.....			10.07 ¹	
British Columbia.....			9.62	8.16 —10.07
<i>Machinists</i>				
Canada.....			10.23	
Nova Scotia.....			9.66 ¹	
Alberta.....			11.10	10.52 —11.40
British Columbia.....			10.90	10.84 —11.05

¹ Predominant rate in this province.

Table IV—(1) COAL MINING—Concluded

Occupation and Locality	Average Wage Rate per Day	Range of Rates per Day
	\$	\$
<i>Miners, Contract²</i>		
Canada.....	12.37	.....
Nova Scotia.....	11.04	9.75 — 12.77
New Brunswick.....	7.97	7.13 — 8.78
Alberta.....	14.08	11.95 — 16.73
British Columbia.....	14.50	13.64 — 15.83
<i>Miners, Datal</i>		
Canada.....	10.82	.....
Nova Scotia.....	9.11	7.74 — 9.79
Alberta.....	10.74 ¹	.....
British Columbia.....	11.29	.....
<i>Miners, Machine</i>		
Canada.....	11.50	.....
Nova Scotia.....	9.47	8.74 — 10.34
Alberta.....	12.17 ¹	.....
British Columbia.....	11.17	10.74 — 12.07
<i>Pumpmen</i>		
Canada.....	8.77	.....
Nova Scotia.....	8.20 ¹	.....
Alberta.....	10.07 ¹	.....

¹ Predominant rate in this province.² Piece-workers—Rates shown are average daily earnings.

Table IV—(2) METAL MINING

Occupation and Locality	Basic Rates		Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
	\$	\$	\$	\$
STANDARD HOURS PER WEEK: 48;				
British Columbia 44				
Underground				
<i>Cage and Suptenders</i>				
Canada.....	1.01	.....	1.10	.....
Quebec.....	.95	.90 — 1.08	1.10	.98 — 1.34
Ontario.....	1.02	.85 — 1.24	1.09	.96 — 1.25
Manitoba.....	1.10	.90 — 1.32	.....	.....
British Columbia.....	1.09	1.01 — 1.15	1.22	1.14 — 1.34
<i>Chute Blasters and Scalers</i>				
Canada.....	1.00	.....	1.18	.....
Quebec.....	.91	.80 — 1.08	1.02	.91 — 1.15
Ontario.....	1.00	.85 — 1.24	1.21	.....
Manitoba.....	.....	.....	1.04	.....
British Columbia.....	1.19	.....	1.36	.....

¹ Basic rate plus incentive earnings for straight time.

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Basic Rates		Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
	\$	\$	\$	\$
Underground—Continued				
<i>Deckmen</i>				
Canada.....	.92	.....	1.06	.....
Quebec.....	.89	.78 — 1.08	1.06	.87 — 1.30
Ontario.....	.92	.78 — 1.06	1.06	.89 — 1.37
Manitoba.....	.94	.86 — 1.10	.....	.....
<i>Hoistmen</i>				
Canada.....	1.08	.....	1.33	.....
Quebec.....	1.04	.94 — 1.24	1.17	1.05 — 1.40
Ontario.....	1.07	.90 — 1.32	1.33	1.06 — 1.51
Manitoba.....	1.15	.92 — 1.32	1.45	.....
British Columbia.....	1.16	1.07 — 1.25	1.31	1.11 — 1.41
<i>Miners</i>				
Canada.....	1.02	.....	1.31	.....
Quebec.....	.94	.88 — 1.08	1.22	1.02 — 1.34
Ontario.....	1.00	.85 — 1.18	1.31	1.17 — 1.49
Manitoba.....	1.09	.85 — 1.20	1.48	1.07 — 1.83
British Columbia.....	1.16	1.01 — 1.32	1.42	1.20 — 1.55
<i>Miner's Helpers</i>				
Canada.....	.88	.....	1.11	.....
Quebec.....	.88	.78 — 1.00	1.03	.91 — 1.15
Ontario.....	.88	.78 — 1.10	1.16	.96 — 1.31
Manitoba.....	.92	.79 — 1.10	1.21	1.01 — 1.71
British Columbia.....	1.03	.95 — 1.13	1.25	1.09 — 1.45
<i>Motormen</i>				
Canada.....	1.02	.....	1.26	.....
Quebec.....	.92	.86 — 1.08	1.03	.98 — 1.10
Ontario.....	1.04	.85 — 1.18	1.29	1.04 — 1.37
Manitoba.....	1.08	.79 — 1.20	1.31	.96 — 1.47
British Columbia.....	1.06	.98 — 1.15	1.46	1.25 — 1.74
<i>Muckers and Trammers</i>				
Canada.....	.98	.....	1.20	.....
Quebec.....	.88	.80 — 1.00	1.03	.87 — 1.21
Ontario.....	.99	.85 — 1.18	1.22	.98 — 1.31
Manitoba.....	1.04	.83 — 1.10	1.39	.92 — 1.52
British Columbia.....	1.02	.92 — 1.13	1.24	1.11 — 1.39
<i>Pipemen</i>				
Canada.....	1.04	.....	1.03	.....
Quebec.....	.94	.85 — 1.08	.99	.96 — 1.05
Ontario.....	1.04	.86 — 1.18	1.06	.95 — 1.26
Manitoba.....	1.12	.85 — 1.25	.....	.....
British Columbia.....	1.17	1.10 — 1.22	1.14	.....

¹ Basic rate plus incentive earnings for straight time.

Table IV—(2) METAL MINING—Continued

Occupation and Locality	Basic Rates		Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
Underground—Concluded	\$	\$	\$	\$
<i>Timbermen</i>				
Canada.....	1.05		1.18	
Quebec.....	.94	.85 — 1.05	1.09	.99 — 1.27
Ontario.....	1.04	.85 — 1.18	1.17	1.03 — 1.36
Manitoba.....	1.02	.85 — 1.20	1.07	1.03 — 1.15
British Columbia.....			1.41	1.34 — 1.48
<i>Trackmen</i>				
Canada.....	1.01		1.05	
Quebec.....	.93	.90 — 1.05	1.01	.98 — 1.03
Ontario.....	1.00	.85 — 1.18	1.07	.98 — 1.11
Manitoba.....	1.07	.85 — 1.20		
British Columbia.....	1.16	1.03 — 1.22		
<i>Samplers</i>				
Canada.....			1.01	
Quebec.....			.97	
Ontario.....			1.01	.90 — 1.25
Manitoba.....				
Surface and Mill				
<i>Blacksmiths</i>				
Canada.....	1.11			
Quebec.....	.99	.90 — 1.14		
Ontario.....	1.10	.93 — 1.32		
Manitoba.....	1.14	1.02 — 1.37		
British Columbia.....	1.23	1.08 — 1.36		
<i>Carpenters</i>				
Canada.....	1.11			
Quebec.....	.98	.87 — 1.09		
Ontario.....	1.12	.87 — 1.28		
Manitoba.....	1.15	1.01 — 1.32		
British Columbia.....	1.23	1.09 — 1.36		
<i>Crushermen</i>				
Canada.....	1.00			
Quebec.....	.90	.78 — 1.08		
Ontario.....	.98	.78 — 1.21		
Manitoba.....	1.15	.92 — 1.23		
British Columbia.....	1.11	.98 — 1.18		
<i>Electricians</i>				
Canada.....	1.17			
Quebec.....	.98	.86 — 1.14		
Ontario.....	1.17	.94 — 1.32		
Manitoba.....	1.32	1.11 — 1.42		
British Columbia.....	1.24	1.03 — 1.43		

¹ Basic rate plus incentive earnings for straight time.

Table IV—(2) METAL MINING—Concluded

Occupation and Locality	Basic Rates		Earnings ¹	
	Average Wage Rate per Hour	Range of Rates per Hour	Average Earnings per Hour	Range of Earnings per Hour
Surface and Mill—Concluded	\$	\$	\$	\$
<i>Labourers</i>				
Canada.....	.90	.....	.....	.....
Quebec.....	.76	.66 — .84	.....	.....
Ontario.....	.93	.77 — 1.02	.....	.....
Manitoba.....	.88	.76 — 1.04	.....	.....
British Columbia.....	1.02	.89 — 1.13	.....	.....
<i>Machinists</i>				
Canada.....	1.17	.....	.....	.....
Quebec.....	1.02	.95 — 1.20	.....	.....
Ontario.....	1.14	.94 — 1.32	.....	.....
Manitoba.....	1.31	1.16 — 1.37	.....	.....
British Columbia.....	1.30	1.21 — 1.36	.....	.....
<i>Millmen</i>				
Canada.....	.97	.....	.....	.....
Quebec.....	.90	.81 — 1.03	.....	.....
Ontario.....	.96	.81 — 1.11	.....	.....
Manitoba.....	1.10	.92 — 1.23	.....	.....
British Columbia.....	1.08	.97 — 1.18	.....	.....
<i>Steel Sharpeners</i>				
Canada.....	1.04	.....	.....	.....
Quebec.....	.94	.87 — 1.05	.....	.....
Ontario.....	1.04	.87 — 1.18	.....	.....
Manitoba.....	1.10	.87 — 1.30	.....	.....
British Columbia.....	1.19	1.03 — 1.25	.....	.....

¹ Basic rate plus incentive earnings for straight time.

Table V—WAGE RATES AND HOURS OF LABOUR IN THE MANUFACTURING INDUSTRIES, 1948

(1) PRIMARY TEXTILE PRODUCTS

NOTE.—The rates shown are average straight-time wages or earnings per hour. Most of the employees in this industry are on piece-work. For more detailed information, see report "Wages and Hours in the Primary Textiles Industry in Canada, 1948".

Cotton Yarn and Cloth

Occupation	STANDARD HOURS PER WEEK			
	Average		Range	
	Canada	Nova Scotia AND New Brunswick	Quebec	Ontario
	Average Wage Rate per Hour	Average Wage Rate per Hour	Average Wage Rate per Hour	Average Wage Rate per Hour
	\$	\$	\$	\$
Picker tenders, male.....	.80			.73—.95
Card tenders, male.....	.79			.74—.95
Fly frame tenders, female.....	.77	.82	.76	.83
Spinners (ring), male.....	.92	.72	.77	.78
Spinners (ring), female.....	.73		.79	1.14
Spooler tenders, female.....	.74	.66	.74	.59—.88
Twister tenders, female.....	.72	.60	.77	.62—.98
Weavers, male.....	.88		.72	.60—.82
Weavers, female.....	.83	.88	.84	.79—1.10
Battery hands, female.....	.66	.78	.81	.73—.08
Loom fixers, male.....	1.00	.66	.67	.58—.74
Winder tenders, female.....	.74	.94	1.01	.91—1.12
Cloth inspectors, female.....	.69	.66	.73	.59—.95
Skilled tradesmen (Maintenance).....	1.00	.99	.68	.62—.88
			1.00	.86—1.20

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued
Knitting—Hosiery, Underwear and Outerwear

STANDARD HOURS PER WEEK		Average	Range
Canada.....		46.4	.....
Nova Scotia and New Brunswick.....		46.1	44 — 48½
Quebec.....		48.0	44 — 55
Ontario.....		45.0	40 — 48
Manitoba, Alberta, and British Columbia.....		41.0	40 — 48

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour	\$	Average Wage Rate per Hour	\$	Average Wage Rate per Hour	\$	Average Wage Rate per Hour	\$	Average Wage Rate per Hour	\$
<i>Hosiery</i>										
Full-fashioned footers, male.....	1.26				1.23	.91—1.62	1.34	1.01—1.58		
Full-fashioned leggers, male.....	1.24				1.19	.98—1.41	1.29	.96—1.63		
Full-fashioned toppers, female.....	.70				.63	.50—.79	.82	.65—.94		
Loopers, female.....	.61	.43	.32—.68	.53	.35—.75	.71	.47—.99	.47—.99		
Sewing machine operators, female.....	.61	.42	.32—.64	.54	.32—.78	.75	.51—1.03	.75		
Hand operators, female.....	.62				.57	.35—.83	.70	.47—.99		
Boarders, male.....	.92				.87	.57—1.18	.97	.62—1.28		
Boarders, female.....	.82				.81	.46—1.11	.84	.55—1.19		
Circular knitters, female.....	.59	.53	.41—.63	.47	.30—.68	.66	.45—.88	.45—.88		
Twisters, reelers, winders, female ¹.....	.60	.53	.43—.66	.51	.33—.70	.63	.45—.85	.45—.85		
Fixers, circular, male.....	1.04				.96	.51—1.68	1.10	.81—1.43		

¹ Includes twisters, reelers and winders in the Underwear and Outerwear department.

Table V—(1) PRIMARY TEXTILE PRODUCTS—Continued
Knitting—Hosiery, Underwear and Outerwear—Concluded

Occupation	CANADA		NOVA SCOTIA AND NEW BRUNSWICK		QUEBEC		ONTARIO		MANITOBA, ALBERTA, AND BRITISH COLUMBIA	
	Average Wage Rate per Hour	\$	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
<i>Underwear and Outerwear</i>										
Circular knitters, male.....	.78				.66	.48— .88	.87	.63—1.18	.96	.62—1.29
Circular knitters, female.....	.59		.54	.45— .63	.49	.36— .60	.70	.51— .95	.56	.43— .70
Sewing machine operators, female.....	.59		.52	.39— .68	.52	.35— .74	.64	.45— .86	.60	.44— .81
Dye-house operators, male.....	.75				.71	.54—1.07	.78	.65— .94		
Hand operators, male.....	.77				.71	.48— .93	.85	.58—1.06		
Hand operators, female.....	.56		.51	.36— .68	.47	.32— .62	.62	.45— .82	.55	.41— .78
Cutters, male.....	.83		.71	.55— .86	.83	.50—1.11	.84	.57—1.12		
Cutters, female.....	.68		.52	.35— .76	.60	.45— .80	.71	.50— .96		
Fixers, knitting, male.....	.97				.86	.68—1.00	1.05	.79—1.35		

Table V—(1) PRIMARY TEXTILE PRODUCTS—Concluded

Rayon Yarn and Fabric

Occupation	CANADA	QUEBEC		ONTARIO	
	Average Wage Rate per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
STANDARD HOURS PER WEEK	\$	\$	\$	\$	\$
<i>Average Range</i>					
Canada.....	48.6				
Quebec.....	49.0	43½—55			
Ontario.....	46.1	44—48			
Spinners, female.....	.59	.55	.58— .65	.67	.53— .79
Throwers, female.....	.62	.62	.45— .73	.71	.58— .91
Winders, female.....	.61	.58	.41— .71	.68	.58— .80
Warpers, male.....	.78	.77	.56— .92		
Warpers, female.....	.65	.64	.45— .77		
Slasher tenders.....	.80	.76	.60— .89		
Weavers, male.....	.82	.82	.65— .91	.84	.61—1.07
Weavers, female.....	.74	.73	.53— .81	.80	.58—1.08
Loom fixers.....	.98	.98	.86—1.04	1.00	.85—1.12
Graders (Cloth Room), female.....	.59	.83	.58— .94	.65	.60— .69

Table V—(2) Clothing

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Men's and Boys' Suits and Overcoats ¹	\$	\$
STANDARD HOURS PER WEEK		
<i>Average Range</i>		
Canada.....	41.0	
Quebec.....	41.6	40—44
Ontario.....	40.2	40—44
<i>Basters, Male</i>		
Canada.....	1.31	
Quebec.....	1.25	.80—1.68
Montreal.....	1.32	.93—1.68
Ontario (Toronto only).....	1.32	.88—1.65
<i>Basters, Female</i>		
Canada.....	.78	
Quebec.....	.73	.54— .93
Montreal.....	.80	.65—1.08
Ontario (Toronto only).....	.87	.63—1.25
<i>Button Sewers, Female</i>		
Canada.....	.78	
Quebec.....	.71	.56— .90
Montreal.....	.76	.59— .92
Ontario (Toronto only).....	.85	.66—1.05

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Men's and Boys' Suits and Overcoats¹—Concluded		
<i>Cutters</i>		
Canada.....	1.29	.....
Quebec.....	1.24	1.02—1.40
Montreal.....	1.32	1.05—1.44
Ontario (Toronto only).....	1.36	1.17—1.45
<i>Finishers, Female</i>		
Canada.....	.68	.....
Quebec.....	.64	.43— .85
Montreal.....	.71	.46— .90
Ontario (Toronto only).....	.82	.61—1.00
<i>Pocket Makers</i>		
Canada.....	1.39	.....
Quebec (Montreal only).....	1.37	.89—1.80
Ontario (Toronto only).....	1.44	1.11—1.83
<i>Pressers</i>		
Canada.....	1.16	.....
Quebec.....	1.05	.71—1.48
Montreal.....	1.12	.76—1.45
Ontario (Toronto only).....	1.51	1.22—1.75
<i>Sewing Machine Operators, Male</i>		
Canada.....	1.20	.....
Quebec.....	1.13	.65—1.63
Montreal.....	1.21	.73—1.66
Ontario (Toronto only).....	1.30	.98—1.70
<i>Sewing Machine Operators, Female</i>		
Canada.....	.75	.....
Quebec.....	.74	.60—1.00
Montreal.....	.82	.52—1.12
Ontario.....	.80	.53—1.08
Toronto.....	.94	.66—1.18
<i>Tailors</i>		
Canada.....	1.16	.....
Quebec.....	1.13	.83—1.50
Montreal.....	1.17	.90—1.50
Ontario (Toronto only).....	1.21	1.07—1.33
<i>Trimmers</i>		
Canada.....	1.09	.....
Quebec (Montreal only).....	1.18	.97—1.35
Ontario (Toronto only).....	1.08	.73—1.26
<i>Underpressers</i>		
Canada.....	1.09	.....
Quebec.....	1.02	.59—1.43
Montreal.....	1.12	.76—1.43
Ontario (Toronto only).....	1.18	.85—1.50

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Work Clothing¹			\$	\$
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada.....	43.1	.....	
Maritime Provinces.....	41.5	40-44		
Quebec.....	45.9	40-48		
Ontario.....	41.4	40-47		
Manitoba.....	40.2	40-42		
Alberta.....	40.0	.....	
British Columbia.....	40.1	37½-44		
<i>Cutters</i>				
Canada.....			.99	.....
Maritime Provinces.....			.92	.64-1.13
Quebec.....			.84	.68—.98
Montreal.....			.98	.82-1.12
Ontario.....			1.09	.84-1.25
Toronto.....			1.15	1.00-1.38
Manitoba.....			1.02	.85-1.25
Alberta.....			1.28	1.14-1.32
British Columbia.....			1.11	.89-1.33
<i>Examiners, Female</i>				
Canada.....			.54	.....
Maritime Provinces.....			.44	.37—.50
Quebec.....			.35	.31—.45
Montreal.....			.35	.31—.40
Ontario.....			.65	.55—.73
Toronto.....			.64	.60—.70
Manitoba.....			.68	.58—.85
<i>Pressers</i>				
Canada.....			.82	.....
Quebec.....			.69	.45—.97
Montreal.....			.98	.60-1.52
Ontario.....			.92	.70-1.20
Toronto.....			1.00	.88-1.20
Manitoba.....			1.14	.91-1.50
<i>Sewing Machine Operators, Female</i>				
Canada.....			.58	.....
Maritime Provinces.....			.43	.33—.50
Quebec.....			.50	.32—.75
Montreal.....			.58	.40—.77
Ontario.....			.67	.50—.84
Toronto.....			.72	.62—.91
Manitoba.....			.59	.51—.69
British Columbia.....			.66	.53—.57
Men's Shirts¹				
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada.....	44.6	.....	
Quebec.....	45.1	44-48		
Ontario.....	43.7	40-44		
<i>Cutters</i>				
Canada.....			1.03	.....
Quebec.....			.93	.75-1.23
Montreal.....			1.08	.78-1.23
Ontario.....			1.16	.83-1.43

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Men's Shirts¹—Concluded	\$	\$
<i>Examiners, Female</i>		
Canada.....	.58	.....
Quebec.....	.47	.38—.60
Montreal.....	.46	.38—.60
Ontario.....	.72	.55—.82
<i>Pressers, Female</i>		
Canada.....	.60	.....
Quebec.....	.51	.35—.65
Montreal.....	.57	.45—.65
Ontario.....	.75	.55—.89
<i>Sewing Machine Operators, Female</i>		
Canada.....	.56	.....
Quebec.....	.50	.35—.59
Montreal.....	.54	.48—.59
Ontario.....	.65	.48—.82
Women's and Misses' Suits and Coats¹		
STANDARD HOURS PER WEEK	<i>Average</i>	<i>Range</i>
Canada.....	40.1	.....
Montreal.....	40.0	.....
Toronto.....	40.0	.....
Winnipeg.....	40.0	.....
Vancouver.....	42.8	40—44
<i>Cutters</i>		
Canada.....	1.50	.....
Montreal.....	1.56	1.15—1.88
Toronto.....	1.53	1.25—1.76
Winnipeg.....	1.09	.85—1.32
Vancouver.....	1.38	.....
<i>Finishers, Female</i>		
Canada.....	.92	.....
Montreal.....	.93	.63—1.20
Toronto.....	1.05	.65—1.26
Winnipeg.....	.92	.62—1.80
Vancouver.....	.63	.40—.80
<i>Lining Makers, Female</i>		
Canada.....	.97	.....
Montreal.....	1.03	.75—1.33
Toronto.....	1.01	.86—1.27
Winnipeg.....	.95	.68—1.04
Vancouver.....	.61	.45—.72
<i>Pressers</i>		
Canada.....	1.61	.....
Montreal.....	1.65	1.00—2.36
Toronto.....	1.75	1.25—2.33
Winnipeg.....	1.03	.88—1.32
Vancouver.....	1.28	.96—2.05
<i>Sewing Machine Operators, Male</i>		
Canada.....	1.70	.....
Montreal.....	1.80	1.25—2.15
Toronto.....	1.71	1.45—2.00
Winnipeg.....	1.51	.75—1.93
Vancouver.....	1.10	.72—1.49

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(2) CLOTHING—Concluded

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Dresses ¹			\$	\$
STANDARD HOURS PER WEEK—				
	<i>Average</i>	<i>Range</i>		
Canada.....	41.2	.....	
Montreal.....	41.3	40—45		
Toronto.....	40.9	40—45		
<i>Cutters</i>				
Canada.....			1.39	.....
Montreal.....			1.39	1.03—1.70
Toronto.....			1.41	1.00—1.75
<i>Finishers, Female</i>				
Canada.....			.72	.....
Montreal.....			.69	.42—1.00
Toronto.....			.86	.55—1.26
<i>Pressers, Male</i>				
Canada.....			1.83	.....
Montreal.....			1.89	1.38—2.15
Toronto.....			1.64	1.25—2.00
<i>Pressers, Female</i>				
Canada (Montreal only).....			.95	.55—1.60
<i>Sewing Machine Operators, Female</i>				
Canada.....			.89	.....
Montreal.....			.88	.55—1.25
Toronto.....			.97	.68—1.50

Table V—(3) RUBBER PRODUCTS

STANDARD HOURS PER WEEK:				
	<i>Average</i>	<i>Range</i>		
Canada.....	45.1	.....	
Quebec.....	47.5	45—55		
Ontario.....	44.5	40—50		
Rubber Tires and Tubes				
<i>Banbury Operators</i>				
Canada.....			1.30	.....
Ontario.....			1.30	1.24—1.35
Toronto.....			1.31	1.17—1.42
<i>Curers</i>				
Canada.....			1.39	.....
Ontario.....			1.39	1.24—1.45
Toronto.....			1.40	1.27—1.46
<i>Cutters</i>				
Canada.....			1.37	.....
Ontario.....			1.37	1.28—1.49
Toronto.....			1.41	1.30—1.50

¹ Wide variation in earnings due to prevalence in piece-work.

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Rubber Tires and Tubes—Concluded	\$	\$
<i>Compounders</i>		
Canada.....	1.31	.....
Ontario.....	1.31	1.25—1.41
Toronto.....	1.31	1.24—1.35
<i>Inspectors</i>		
Canada.....	1.28	.....
Ontario.....	1.28	1.19—1.32
Toronto.....	1.28	1.13—1.32
<i>Labourers</i>		
Canada.....	1.00	.....
Ontario.....	1.00	.93—1.03
Toronto.....	.94	.....
<i>Millmen, Mixers</i>		
Canada.....	1.29	.....
Ontario.....	1.29	1.20—1.41
Toronto.....	1.31	1.15—1.46
<i>Millmen, Warmers</i>		
Canada.....	1.28	.....
Ontario.....	1.28	1.18—1.36
Toronto.....	1.31	1.18—1.40
<i>Tire Builders</i>		
Canada.....	1.36	.....
Ontario.....	1.36	1.28—1.44
Toronto.....	1.41	1.31—1.50
<i>Tuber Operators</i>		
Canada.....	1.35	.....
Ontario.....	1.35	1.25—1.46
Toronto.....	1.36	1.22—1.45
Rubber Footwear		
<i>Cutters</i>		
Canada.....	1.02	.....
Quebec.....	.93	.63—1.12
Ontario.....	1.16	1.10—1.23
<i>Compounders</i>		
Canada.....	.90	.....
Quebec.....	.83	.68—.98
Ontario.....	1.05	1.02—1.10
<i>Inspectors, Male</i>		
Canada.....	1.00	.....
Quebec.....	.83	.....
Ontario.....	1.09	1.06—1.12
<i>Inspectors, Female</i>		
Canada.....	.76	.....
Quebec.....	.69	.54—.70
Ontario.....	.88	.88—.91
<i>Labourers</i>		
Canada.....	.81	.....
Quebec.....	.71	.55—.82
Ontario.....	.94	.....

Table V—(3) RUBBER PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Rubber Footwear—Concluded		
<i>Millmen, Mixers</i>		
Canada.....	1.02	.....
Quebec.....	.95	.88—1.05
Ontario.....	1.14	1.12—1.15
<i>Millmen, Warmers</i>		
Canada.....	1.04	.....
Quebec.....	1.00	.88—1.20
Ontario.....	1.07	1.02—1.25
<i>Packers</i>		
Canada.....	.88	.....
Quebec.....	.83	.69—1.06
Ontario.....	1.00	.95—1.03
<i>Sewing Machine Operators, Female</i>		
Canada.....	.76	.....
Quebec.....	.69	.57— .94
Ontario.....	.84	.80— .88
<i>Shoemakers, Male</i>		
Canada.....	.96	.....
Quebec.....	.91	.82—1.09
Ontario.....	1.02	.99—1.05
<i>Shoemakers, Female</i>		
Canada.....	.75	.....
Quebec.....	.64	.48— .73
Ontario.....	.85	.80— .88
Other Rubber Products		
<i>Banbury Operators</i>		
Canada.....	1.16	.....
Ontario.....	1.20	1.16—1.25
Toronto.....	1.22	1.16—1.26
<i>Cutters</i>		
Canada.....	1.05	.....
Ontario.....	1.07	.91—1.25
Toronto.....	1.13	1.04—1.25
<i>Compounders</i>		
Canada.....	1.05	.....
Quebec.....	.89	.86— .98
Ontario.....	1.11	.85—1.30
Toronto.....	1.10	.85—1.30
<i>Inspectors, Male</i>		
Canada.....	1.02	.....
Ontario.....	1.07	.85—1.15
<i>Inspectors, Female</i>		
Canada.....	.69	.....
Quebec.....	.54	.45— .67
Ontario.....	.71	.55— .90
Toronto.....	.81	.81— .95

Table V—(3) RUBBER PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Other Rubber Products—Concluded	\$	\$
<i>Labourers</i>		
Canada.....	.75	.....
Quebec.....	.70	.60—.78
Ontario.....	.83	.65—.98
<i>Millmen, Mixers</i>		
Canada.....	1.08	.....
Quebec.....	.89	.65—1.06
Ontario.....	1.11	.88—1.25
Toronto.....	1.07	.88—1.25
<i>Millmen, Warmers</i>		
Canada.....	1.08	.....
Quebec.....	.93	.65—1.03
Ontario.....	1.14	1.02—1.26
<i>Pressmen</i>		
Canada.....	1.17	.....
Quebec.....	.91	.60—1.11
Ontario.....	1.20	.96—1.37
Toronto.....	1.21	.96—1.34
<i>Trimmers and Finishers, Female</i>		
Canada.....	.79	.....
Quebec.....	.67	.60—.71
Ontario.....	.80	.63—.95
Toronto.....	.86	.73—1.07
<i>Tuber Operators</i>		
Canada.....	1.07	.....
Quebec.....	.91	.60—1.01
Ontario.....	1.09	.91—1.38
Toronto.....	1.11	.96—1.33

Table V—(4) PULP AND ITS PRODUCTS

STANDARD HOURS PER WEEK	Average	
Canada.....	47.8	
Nova Scotia.....	49.0	
New Brunswick.....	48.4	
Quebec.....	48.0	
Ontario.....	48.0	
British Columbia.....	44.0	
Pulp		
<i>Wood Handlers¹</i>		
Canada.....	.99	.....
Nova Scotia.....	.92	.70—1.01
New Brunswick.....	.98	.91—1.00
Quebec.....	.98	.91—1.01
Ontario.....	1.00	.94—1.03
British Columbia.....	1.09	1.06—1.19

¹ Includes Boom Men, Pond Men, Conveyor Men, Sorters, Loaders, Etc.

Table V—(4) PULP AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Pulp—Concluded	\$	\$
<i>Grindermen</i>		
Canada.....	1.03	.....
Nova Scotia.....	.82	.76—1.04
New Brunswick.....	1.03	1.02—1.04
Quebec.....	.97	.85—1.04
Ontario.....	1.06	1.03—1.11
British Columbia.....	1.15	1.04—1.16
<i>Chippermen</i>		
Canada.....	1.02	.....
New Brunswick.....	1.00	.95—1.01
Quebec.....	1.00	.94—1.02
Ontario.....	1.02	.93—1.08
British Columbia.....	1.10	1.06—1.22
<i>Acid Makers</i>		
Canada.....	1.27	.....
New Brunswick.....	1.24	1.04—1.40
Quebec.....	1.25	1.10—1.39
Ontario.....	1.24	1.08—1.36
British Columbia.....	1.33	1.21—1.40
<i>Digester Cooks</i>		
Canada.....	1.39	.....
New Brunswick.....	1.35	1.17—1.49
Quebec.....	1.40	1.25—1.52
Ontario.....	1.37	1.22—1.52
British Columbia.....	1.42	1.32—1.52
<i>Blow Pit Men</i>		
Canada.....	1.02	.....
New Brunswick.....	1.01	1.01—1.02
Quebec.....	1.01	.98—1.04
Ontario.....	1.01	.98—1.04
British Columbia.....	1.09	1.08—1.10
<i>Screenmen</i>		
Canada.....	1.05	.....
New Brunswick.....	1.02	1.01—1.02
Quebec.....	1.02	.94—1.07
Ontario.....	1.05	1.00—1.16
British Columbia.....	1.15	1.12—1.21
<i>Wet Machine Men</i>		
Canada.....	.90	.....
Nova Scotia.....	.80	.76—1.01
New Brunswick.....	.96	.85—1.01
Quebec.....	.87	.61—1.01
Ontario.....	.94	.80—1.05
British Columbia.....	1.10	1.08—1.11
Newsprint		
<i>Beatermen</i>		
Canada.....	1.02	.....
Quebec.....	.99	.93—1.02
Ontario.....	1.05	1.04—1.06
British Columbia.....	1.15	1.06—1.23

Table V—(4) PULP AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Newsprint—Concluded		
<i>Machine Tenders</i>		
Canada.....	2.15	.....
Maritime Provinces.....	2.34	2.33—2.36
Quebec.....	2.14	1.91—2.30
Ontario.....	2.08	1.86—2.36
British Columbia.....	2.32	2.24—2.44
<i>Backtenders</i>		
Canada.....	1.95	.....
Maritime Provinces.....	2.14	2.13—2.16
Quebec.....	1.94	1.73—2.10
Ontario.....	1.89	1.67—2.16
British Columbia.....	2.11	2.03—2.22
<i>Third Hands</i>		
Canada.....	1.61	.....
Maritime Provinces.....	1.74	1.74—1.75
Quebec.....	1.60	1.44—1.72
Ontario.....	1.57	1.42—1.77
British Columbia.....	1.69	1.64—1.76
<i>Fourth Hands</i>		
Canada.....	1.27	.....
Maritime Provinces.....	1.35	1.35—1.36
Quebec.....	1.25	1.10—1.34
Ontario.....	1.27	1.18—1.37
British Columbia.....	1.38	1.33—1.41
<i>Fifth Hands</i>		
Canada.....	1.19	.....
Maritime Provinces.....	1.25	1.25—1.26
Quebec.....	1.17	1.04—1.24
Ontario.....	1.18	1.12—1.27
British Columbia.....	1.22	1.21—1.25
<i>Machine Oilers</i>		
Canada.....	1.12	.....
Maritime Provinces.....	1.09	1.08—1.09
Quebec.....	1.11	1.04—1.20
Ontario.....	1.15	1.10—1.23
British Columbia.....	1.14	1.14—1.15
<i>Roll Finishers</i>		
Canada.....	1.04	.....
Maritime Provinces.....	1.02	.....
Quebec.....	1.03	1.02—1.06
Ontario.....	1.04	1.00—1.09
British Columbia.....	1.10	1.08—1.14
Paper Other Than Newsprint		
<i>Beatermen</i>		
Canada.....	.99	.....
New Brunswick.....	1.01	1.01—1.02
Quebec.....	.96	.88—1.04
Ontario.....	.99	.94—1.05
British Columbia.....	1.15	1.06—1.19

Table V—(4) PULP AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Paper Other Than Newsprint—Concluded		
<i>Machine Tenders</i>		
Canada.....	1.44	.....
New Brunswick.....	1.60	1.42—1.75
Quebec.....	1.36	1.20—1.53
Ontario.....	1.41	1.20—1.63
British Columbia.....	1.76	1.61—1.88
<i>Backtenders</i>		
Canada.....	1.24	.....
New Brunswick.....	1.40	1.21—1.57
Quebec.....	1.16	1.04—1.31
Ontario.....	1.20	.89—1.45
British Columbia.....	1.54	1.36—1.67
<i>Third Hands</i>		
Canada.....	1.10	.....
New Brunswick.....	1.23	1.13—1.37
Quebec.....	1.02	.94—1.14
Ontario.....	1.10	.93—1.27
British Columbia.....	1.31	1.17—1.43
<i>Finishers</i>		
Canada.....	.98	.....
New Brunswick.....	1.02	1.01—1.04
Quebec.....	1.00	.90—1.04
Ontario.....	.95	.91—1.03
Maintenance		
<i>Machinists</i>		
Canada.....	1.28	.....
New Brunswick.....	1.28	1.24—1.34
Quebec.....	1.23	1.11—1.34
Ontario.....	1.32	1.17—1.43
British Columbia.....	1.45	1.34—1.47
<i>Millwrights</i>		
Canada.....	1.25	.....
New Brunswick.....	1.25	1.11—1.34
Quebec.....	1.18	1.06—1.33
Ontario.....	1.32	1.12—1.43
British Columbia.....	1.42	1.34—1.47
<i>Electricians</i>		
Canada.....	1.28	.....
Nova Scotia.....	1.17	.85—1.32
New Brunswick.....	1.27	1.19—1.34
Quebec.....	1.22	1.07—1.34
Ontario.....	1.32	1.12—1.52
British Columbia.....	1.42	1.34—1.47
<i>Pipefitters</i>		
Canada.....	1.26	.....
New Brunswick.....	1.27	1.24—1.34
Quebec.....	1.20	1.09—1.30
Ontario.....	1.30	1.09—1.43
British Columbia.....	1.43	1.34—1.47

Table V—(4) PULP AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Maintenance—Concluded	\$	\$
<i>Firemen</i>		
Canada.....	1.11	.....
New Brunswick.....	1.08	1.00—1.26
Quebec.....	1.08	.98—1.17
Ontario.....	1.14	1.02—1.28
British Columbia.....	1.17	1.09—1.22
<i>Labourers</i>		
Canada.....	.96	.....
New Brunswick.....	.98	.91—1.00
Quebec.....	.94	.87—1.00
Ontario.....	.95	.88—1.03
British Columbia.....	1.06	.....

Table V—(5) PAPER BOXES

STANDARD HOURS PER WEEK	Average	Range	
Canada.....	45.3	.....
Quebec.....	47.0	45 —50	
Ontario.....	45.0	43½—47	
Manitoba.....	42.2	40 —44	
British Columbia.....	43.9	43½—44	
<i>Adjusters</i>			
Canada.....	1.03	.....
Quebec.....	1.01	.80—1.30	
Montreal.....	1.05	.85—1.30	
Ontario.....	1.04	.90—1.20	
Toronto.....	1.03	.86—1.15	
<i>Boxmakers, Female</i>			
Canada.....	.56	.....
Quebec.....	.47	.41— .52	
Montreal.....	.48	.41— .52	
Ontario.....	.64	.48— .80	
Toronto.....	.74	.67— .80	
Manitoba.....	.56	.50— .65	
<i>Bundlers, Female</i>			
Canada.....	.55	.....
Quebec.....	.49	.41— .54	
Montreal.....	.50	.45— .54	
Ontario.....	.59	.52— .63	
Toronto.....	.58	.54— .63	
<i>Handworkers, Female</i>			
Canada.....	.55	.....
Quebec.....	.48	.41— .54	
Montreal.....	.49	.44— .54	
Ontario.....	.57	.35— .75	
Toronto.....	.65	.50— .80	
Manitoba.....	.64	.59— .75	

Table V—(5) PAPER BOXES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Machine Operators, Male</i>		
Canada.....	.87	.....
Quebec.....	.74	.59— .92
Montreal.....	.74	.59— .92
Ontario.....	.92	.67—1.15
Toronto.....	.95	.75—1.16
Manitoba.....	.88	.63—1.08
British Columbia.....	.95	.89—1.00
<i>Machine Operators, Female</i>		
Canada.....	.58	.....
Quebec.....	.50	.43— .60
Montreal.....	.52	.45— .63
Ontario.....	.61	.45— .78
Toronto.....	.66	.53— .80
Manitoba.....	.58	.43— .65
British Columbia.....	.82	.60— .95
<i>Paper Cutters</i>		
Canada.....	.87	.....
Quebec.....	.74	.53— .90
Montreal.....	.80	.66—1.05
Ontario.....	.91	.65—1.07
Toronto.....	.91	.65—1.07
Manitoba.....	.98	.85—1.16
British Columbia.....	1.07	.90—1.21
<i>Press Feeders</i>		
Canada.....	.83	.....
Quebec (Montreal only).....	.70	.66— .84
Ontario.....	.85	.68— .97
Toronto.....	.88	.70— .97
Manitoba.....	.77	.63— .88
<i>Scorers</i>		
Canada.....	.86	.....
Quebec.....	.83	.75—1.00
Montreal.....	.83	.75— .94
Ontario.....	.88	.70—1.10
Toronto.....	.95	.81—1.20
Manitoba.....	.94	.65—1.07

Table V—(6) PRINTING AND PUBLISHING

Daily Newspaper Printing

Locality	Standard Hours per Week	Average Wage Rate per Hour	
		Compositors Hand and Machine	Pressmen
		\$	\$
Nova Scotia			
Halifax.....	40	1.21	1.38
New Brunswick			
Saint John.....	40	1.20	1.20
Quebec			
Montreal.....	40	1.52	1.43
Quebec.....	40	1.09	1.06
Ontario			
Hamilton.....	44	1.30	1.20
London.....	40	1.40	1.43
Ottawa.....	40	1.48	1.48
Toronto.....	40	1.78	1.78
Windsor.....	40	1.50	1.50
Manitoba			
Winnipeg.....	46	1.17	1.19
Saskatchewan			
Regina.....	44	1.15	1.15
Saskatoon.....	44	1.26	1.26
Alberta			
Calgary.....	45	1.30	1.30
Edmonton.....	44	1.30	1.30
British Columbia			
Vancouver.....	37½	1.53	1.57
Victoria.....	37½	1.50	1.50

Table V—(6) PRINTING AND PUBLISHING—Concluded

Job Printing

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Locality	Standard Hours per Week	COMPOSITORS MACHINE AND HAND		PRESSMEN		BOOKBINDERS		BINDERY GIRLS	
		Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour	Average Wage Rate per Hour	Range of Rates per Hour
Nova Scotia— Halifax.....	40—44	.99	.93—1.05	.97	.89—1.00	.81	.....	.41	.38—.50
New Brunswick— Saint John.....	40—44	1.06	1.05—1.25	1.02	1.00—1.05	.91	.61—1.02	.40	.34—.46
Quebec— Quebec.....	45 40—41	.99	.95—1.05	.97	.88—1.04	.87	.70—.95	.33	.27—.36
		1.30	1.15—1.50	1.19	1.00—1.30	1.17	1.10—1.25	.58	.48—.65
Ontario— Ottawa.....	44—48 40—44	1.11	1.01—1.25	1.05	.90—1.14	.95	.75—1.08	.47	.40—.55
		1.38	1.25—1.55	1.32	1.10—1.40	1.29	1.00—1.35	.71	.50—.75
Hamilton.....	40—44	1.35	1.30—1.35	1.34	1.20—1.40	1.26	1.10—1.35	.70	.60—.75
		1.18	.95—1.25	1.22	1.05—1.45	.....	.....	.50	.45—.60
London.....	40—44	1.36	1.20—1.45	1.23	1.14—1.35	1.18	.90—1.40	.59	.40—.72
Windsor.....	40								
Manitoba— Winnipeg.....	40	1.25	1.15—1.35	1.18	1.00—1.41	1.16	1.00—1.30	.60	.50—.70
Saskatchewan— Regina.....	40 40	1.31	.....	1.27	1.23—1.30	1.10	.91—1.30	.61	.50—.68
		1.39	1.30—1.48	1.35	1.30—1.40	1.30	.....	.....	.....
Alberta— Calgary.....	40 40	1.35	1.30—1.47	1.34	1.30—1.40	.....	.....	.67	.50—.80
		1.33	1.30—1.40	1.34	1.30—1.40	1.30	.....	.65	.63—.68
Edmonton.....	40 40								
British Columbia— Vancouver.....	40 40	1.43	1.28—1.55	1.37	1.15—1.45	1.40	1.18—1.45	.81	.79—.83
		1.45	.....	1.40	1.22—1.45	.....	.....	.85	.....
Victoria.....	40 40								

Table V—(7) LUMBER AND ITS PRODUCTS

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
Sawmill Products		\$	\$
STANDARD HOURS PER WEEK	<i>Average Range</i>		
Canada.....	45.4		
Nova Scotia.....	55.8	54—60	
New Brunswick.....	55.9	54—60	
Quebec.....	60.0	54—60	
Ontario.....	50.7	48—60	
Manitoba.....	48.0		
Alberta.....	50.5	48—54	
British Columbia.....	40.7	40—44	
<i>Edgermen</i>			
Canada.....		1.03	
Nova Scotia.....		.64	.60—.75
New Brunswick.....		.76	.65—.86
Quebec.....		.75	.60—.89
Ontario.....		.85	.70—1.00
Alberta.....		.77	.75—.85
British Columbia.....		1.24	1.03—1.50
<i>Filers</i>			
Canada.....		1.37	
New Brunswick.....		.84	.50—1.22
Quebec.....		.90	.76—1.10
Ontario.....		1.30	.89—1.84
British Columbia.....		1.60	1.28—1.95
<i>Labourers</i>			
Canada.....		.80	
Nova Scotia.....		.48	.40—.53
New Brunswick.....		.55	.45—.62
Quebec.....		.58	.50—.67
Ontario.....		.69	.60—.84
Manitoba.....		.78	.70—.89
Alberta.....		.69	.65—.75
British Columbia.....		1.03	.90—1.13
<i>Millwrights</i>			
Canada.....		1.20	
New Brunswick.....		.73	.65—.80
Quebec.....		.85	.70—1.00
Ontario.....		.96	.80—1.07
Alberta.....		.83	.72—1.00
British Columbia.....		1.33	1.18—1.44
<i>Pilers</i>			
Canada.....		.93	
Nova Scotia.....		.49	.45—.56
New Brunswick.....		.58	.53—.67
Quebec.....		.83	.55—1.10
Ontario.....		.79	.60—.95
Alberta.....		.81	.75—.98
British Columbia.....		1.10	.95—1.19
<i>Sawyers</i>			
Canada.....		1.33	
Nova Scotia.....		1.02	.89—1.11
New Brunswick.....		.81	.60—1.00
Quebec.....		.83	.60—1.17
Ontario.....		1.10	.52—1.42
Alberta.....		1.11	1.00—1.20
British Columbia.....		1.54	1.13—1.97

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Sawmill Products—Concluded		
<i>Stationary Engineers</i>		
Canada.....	1.27	.....
New Brunswick.....	.74	.67—.79
Quebec.....	.80	.60—1.00
Ontario.....	.96	.77—1.13
British Columbia.....	1.42	1.28—1.53
<i>Stationary Firemen</i>		
Canada.....	.95	.....
Nova Scotia.....	.62	.56—.75
New Brunswick.....	.64	.60—.67
Quebec.....	.71	.60—.81
Ontario.....	.79	.70—.96
British Columbia.....	1.10	.95—1.18
Planing Mills, Sash, Doors, etc.		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	48.4	.....
Nova Scotia.....	49.1	44—54
New Brunswick.....	51.0	48—54
Quebec.....	52.9	44—60
Ontario.....	48.1	44—50
Manitoba.....	45.9	44—60
Saskatchewan.....	48.1	44—60
Alberta.....	45.3	44—54
British Columbia.....	41.0	40—44
<i>Bench Hands</i>		
Canada.....	.89	.....
Nova Scotia.....	.77	.60—1.00
New Brunswick.....	.75	.60—.90
Quebec.....	.74	.62—.85
Montreal.....	.80	.70—.90
Ontario.....	.88	.69—1.10
Toronto.....	.97	.85—1.07
Manitoba.....	.96	.80—1.15
Saskatchewan.....	.93	.77—1.10
Alberta.....	.97	.75—1.25
British Columbia.....	1.14	.90—1.36
<i>Labourers and Yardmen</i>		
Canada.....	.68	.....
Nova Scotia.....	.54	.40—.80
New Brunswick.....	.63	.55—.70
Quebec.....	.62	.50—.70
Montreal.....	.62	.55—.75
Ontario.....	.73	.60—.88
Manitoba.....	.69	.63—.70
Saskatchewan.....	.70	.65—.77
Alberta.....	.79	.60—.85
British Columbia.....	1.05	.90—1.08

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Planing Mills, Sash, Doors, etc.—Concluded		
<i>Machine Hands</i>		
Canada.....	.82	.....
Nova Scotia.....	.66	.50— .83
New Brunswick.....	.66	.60— .75
Quebec.....	.70	.58— .84
Montreal.....	.72	.60— .82
Ontario.....	.82	.64—1.00
Toronto.....	.90	.76—1.00
Manitoba.....	.86	.65—1.05
Saskatchewan.....	.89	.75—1.00
Alberta.....	.92	.70—1.07
British Columbia.....	1.12	.93—1.28
<i>Sawyers</i>		
Canada.....	.82	.....
Nova Scotia.....	.76	.55— .85
New Brunswick.....	.62	.55— .75
Quebec.....	.68	.50— .80
Montreal.....	.76	.65— .80
Ontario.....	.82	.65—1.00
Toronto.....	.87	.72—1.02
Manitoba.....	.77	.60— .90
Alberta.....	.84	.65— .95
British Columbia.....	1.07	.93—1.18
<i>Shippers</i>		
Canada.....	.84	.....
Nova Scotia.....	.76	.60— .95
New Brunswick.....	.65	.55— .83
Quebec.....	.73	.65— .85
Montreal.....	.73	.65— .82
Ontario.....	.84	.70— .96
Toronto.....	.88	.80—1.00
Manitoba.....	.87	.64— .95
Alberta.....	.88	.72—1.06
British Columbia.....	1.16	1.02—1.39
<i>Truck Drivers</i>		
Canada.....	.74	.....
Nova Scotia.....	.67	.50— .80
New Brunswick.....	.63	.60— .70
Quebec.....	.65	.55— .77
Montreal.....	.67	.60— .77
Ontario.....	.78	.65— .91
Toronto.....	.82	.75— .86
Manitoba.....	.71	.65— .75
Alberta.....	.83	.67— .90
British Columbia.....	1.02	.95—1.15
Wooden Furniture		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	43.8	.....
Quebec.....	48.4	40—50
Ontario.....	42.7	40—50
Manitoba.....	45.0	44—47½
British Columbia.....	40.3	40—44

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Wooden Furniture—Continued		
<i>Assemblers and Cabinetmakers</i>		
Canada.....	.90	.....
Quebec.....	.84	.67—1.00
Montreal.....	.92	.80—1.10
Ontario.....	.92	.70—1.05
Toronto.....	1.04	.85—1.25
Manitoba.....	.99	.85—1.05
British Columbia.....	1.03	.90—1.28
<i>Craters and Packers</i>		
Canada.....	.77	.....
Quebec.....	.71	.60— .90
Montreal.....	.78	.60— .90
Ontario.....	.79	.66— .90
Toronto.....	.81	.70— .90
British Columbia.....	.88	.80— .92
<i>Rubbers and Polishers</i>		
Canada.....	.85	.....
Quebec.....	.76	.60— .91
Montreal.....	.87	.65—1.10
Ontario.....	.87	.66—1.10
Toronto.....	.93	.55—1.15
British Columbia.....	.96	.87—1.06
<i>Machine Hands</i>		
Canada.....	.85	.....
Quebec.....	.77	.65— .93
Montreal.....	.85	.65—1.00
Ontario.....	.87	.70—1.05
Toronto.....	.88	.65—1.15
Manitoba.....	.85	.70—1.05
British Columbia.....	.98	.85—1.18
<i>Sanders</i>		
Canada.....	.84	.....
Quebec.....	.74	.60— .90
Montreal.....	.77	.55— .90
Ontario.....	.87	.69—1.11
Toronto.....	.93	.85—1.10
British Columbia.....	.93	.85— .97
<i>Sawyers</i>		
Canada.....	.86	.....
Quebec.....	.77	.68—1.00
Montreal.....	.88	.75—1.10
Ontario.....	.88	.70—1.05
Toronto.....	.89	.65—1.25
British Columbia.....	.97	.82—1.05
<i>Upholsterers</i>		
Canada.....	1.13	.....
Quebec (Montreal only).....	1.15	.97—1.35
Ontario.....	1.10	.85—1.37
Toronto.....	1.09	.95—1.25
British Columbia.....	1.27	1.00—1.45

Table V—(7) LUMBER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Wooden Furniture—Concluded	\$	\$
<i>Yardmen and Labourers</i>		
Canada.....	.73	.....
Quebec.....	.62	.53— .73
Montreal.....	.61	.53— .63
Ontario.....	.74	.65— .85
Toronto.....	.71	.60— .85
British Columbia.....	.89	.80—1.00
Baskets and Wooden Boxes		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	49.4	.....
Nova Scotia.....	53.2	50—56½
New Brunswick.....	55.0	.....
Quebec.....	53.4	50—60
Ontario.....	48.0	44—50
Manitoba.....	45.3	45—46½
Saskatchewan.....	44.0	.....
Alberta.....	47.3	45—48
British Columbia.....	42.3	40—44
<i>Basket Makers, Male</i>		
Canada.....	.69	.....
Ontario.....	.70	.60— .90
<i>Basket Makers, Female</i>		
Canada.....	.57	.....
Ontario.....	.58	.47— .73
<i>Labourers and Yardmen</i>		
Canada.....	.66	.....
Maritime Provinces.....	.42	.31— .60
Quebec.....	.66	.58— .69
Montreal.....	.65	.58— .77
Ontario.....	.62	.52— .75
Toronto.....	.74	.65— .80
Manitoba.....	.67	.65— .70
Saskatchewan.....	.73	.71— .74
Alberta.....	.71	.68— .75
<i>Nailing Machine Operators</i>		
Canada.....	.72	.....
Quebec.....	.56	.40— .78
Montreal.....	.70	.50— .90
Ontario.....	.77	.68— .83
Toronto.....	.78	.73— .87
Manitoba.....	.77	.70— .80
Saskatchewan.....	.84	.71— .91
Alberta.....	.78	.65— .91
<i>Planer Operators</i>		
Canada.....	.74	.....
Nova Scotia.....	.48	.44— .50
Quebec.....	.68	.60— .77
Montreal.....	.77	.66— .94
Ontario.....	.81	.74— .91
Prairie Provinces.....	.81	.74— .91
British Columbia.....	1.08	.....

Table V—(7) LUMBER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Baskets and Wooden Boxes—Concluded	\$	\$
<i>Rip-Saw Operators</i>		
Canada.....	.78	.....
Quebec (Montreal only).....	.68	.57— .77
Ontario.....	.71	.66— .92
Toronto.....	.88	.80— .92
Manitoba.....	.74	.....
Alberta.....	.92	.80—1.00
British Columbia.....	1.01	.93—1.13
<i>Stationary Engineers and Firemen</i>		
Canada.....	.73	.....
Maritime Provinces.....	.53	.45— .58
Quebec.....	.71	.65— .82
Montreal.....	.75	.62— .97
Ontario.....	.76	.68— .86
Prairie Provinces.....	.75	.71— .80
<i>Truck Drivers</i>		
Canada.....	.70	.....
Maritime Provinces.....	.49	.42— .56
Quebec.....	.69	.65— .74
Ontario.....	.69	.60— .83
Prairie Provinces.....	.75	.70— .80
British Columbia.....	1.03	.95—1.11

Table V—(8) EDIBLE PLANT PRODUCTS

Flour		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	47.3	44—50
Bread and Cake		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.7	44—48
Nova Scotia.....	46.7	44—48
New Brunswick.....	48.0	48—57
Quebec.....	48.9	44—48
Ontario.....	47.4	44—46
Manitoba.....	44.3	44—44
Saskatchewan.....	44.0	42—48
Alberta.....	44.5	40—44
British Columbia.....	40.2	40—44

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Bread and Cake—Continued		
<i>Bakers¹</i>		
Canada.....	.85	.....
Nova Scotia.....	.69	.59—.79
New Brunswick.....	.75	.53—.92
Quebec.....	.69	.53—.85
Montreal.....	.74	.60—.85
Ontario.....	.86	.70—1.00
Toronto.....	.84	.75—.99
Manitoba.....	.94	.83—1.00
Saskatchewan.....	.86	.78—.93
Alberta.....	.95	.84—1.01
British Columbia.....	1.11	.88—1.17
<i>Bench Workers</i>		
Canada.....	.93	.....
Quebec (Montreal only).....	.76	.69—.80
Ontario.....	.82	.75—.91
Toronto.....	.83	.75—.91
Manitoba.....	.82	.78—.89
Saskatchewan.....	.84	.78—.86
Alberta.....	.92	.89—.93
British Columbia.....	1.17	.....
<i>Helpers, Male</i>		
Canada.....	.67	.....
Nova Scotia.....	.49	.35—.58
New Brunswick.....	.50	.31—.65
Quebec.....	.63	.50—.72
Montreal.....	.63	.52—.72
Ontario.....	.69	.52—.87
Toronto.....	.74	.65—.87
Manitoba.....	.68	.56—.72
Saskatchewan.....	.68	.59—.77
Alberta.....	.73	.60—.87
British Columbia.....	.92	.69—1.06
<i>Helpers, Female</i>		
Canada.....	.52	.....
Quebec (Montreal only).....	.42	.34—.49
Ontario.....	.51	.45—.56
Toronto.....	.52	.45—.56
Manitoba.....	.64	.53—.77
Saskatchewan.....	.56	.52—.64
Alberta.....	.59	.54—.73
British Columbia.....	.77	.....
<i>Mixers</i>		
Canada.....	.93	.....
Nova Scotia.....	.78	.69—.87
New Brunswick.....	.81	.72—.94
Quebec (Montreal only).....	.81	.73—.87
Ontario.....	.87	.75—.98
Toronto.....	.87	.80—.95
Manitoba.....	.90	.85—.92
Saskatchewan.....	.90	.79—.95
Alberta.....	1.00	.90—1.09
British Columbia.....	1.27	1.25—1.28

¹ Not otherwise classified as Mixers, Oven Tenders, etc.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Bread and Cake—Concluded	\$	\$
<i>Oven Tenders</i>		
Canada.....	.88	.....
Nova Scotia.....	.69	.63—.73
New Brunswick.....	.69	.65—.73
Quebec (Montreal only).....	.80	.69—.88
Ontario.....	.81	.66—.94
Toronto.....	.84	.75—.93
Manitoba.....	.85	.82—.92
Saskatchewan.....	.81	.60—.88
Alberta.....	.98	.90—1.09
British Columbia.....	1.24	.....
<i>Packers and Wrappers, Male</i>		
Canada.....	.78	.....
Nova Scotia.....	.56	.52—.61
New Brunswick.....	.64	.58—.73
Quebec (Montreal only).....	.71	.64—.79
Ontario.....	.73	.57—.90
Toronto.....	.74	.57—.88
Manitoba.....	.73	.67—.84
Saskatchewan.....	.67	.55—.82
Alberta.....	.70	.67—.75
British Columbia.....	1.10	.....
<i>Packers and Wrappers, Female</i>		
Canada.....	.52	.....
Nova Scotia.....	.35	.31—.38
New Brunswick.....	.36	.29—.46
Quebec (Montreal only).....	.46	.40—.54
Ontario.....	.51	.42—.61
Toronto.....	.55	.45—.61
Manitoba.....	.59	.46—.69
Saskatchewan.....	.59	.55—.66
Alberta.....	.57	.38—.69
British Columbia.....	.80	.60—.92
<i>Route Salesmen¹</i>	<i>per week</i>	<i>per week</i>
Canada.....	48.84	.....
Nova Scotia.....	39.31	30.00—50.00
New Brunswick.....	46.71	34.00—60.00
Quebec.....	48.14	39.88—60.76
Montreal.....	48.60	39.88—60.76
Ontario.....	49.69	40.00—60.00
Toronto.....	48.85	43.86—54.93
Manitoba.....	52.64	45.75—64.40
Saskatchewan.....	42.01	37.75—45.00
Alberta.....	43.32	36.45—51.34
British Columbia.....	49.20	40.00—73.85
Biscuits		
STANDARD HOURS PER WEEK	<i>Average</i>	<i>Range</i>
Canada.....	47.5	.....
New Brunswick.....	46.9	48 —49½
Quebec.....	49.6	47½—55
Ontario.....	46.6	45 —48
Manitoba.....	45.0	.....
Alberta.....	42.7	.....

¹ Rates shown include commission on sales.

Table V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Biscuits—Concluded		
<i>General Helpers</i>		
Canada.....	.64	.....
New Brunswick.....	.67	.46—.73
Quebec.....	.52	.36—.71
Montreal.....	.53	.38—.71
Ontario.....	.76	.68—.89
Toronto.....	.79	.70—.89
<i>Machine Operators</i>		
Canada.....	.78	.....
Quebec.....	.65	.55—.79
Montreal.....	.67	.58—.81
Ontario.....	.84	.70—.93
Toronto.....	.88	.83—.98
<i>Mixers</i>		
Canada.....	.86	.....
Quebec.....	.70	.56—.81
Montreal.....	.73	.65—.81
Ontario.....	.89	.80—1.02
Toronto.....	.95	.90—1.02
<i>Oven Tenders</i>		
Canada.....	.77	.....
New Brunswick.....	.66	.55—.85
Quebec.....	.61	.44—.71
Montreal.....	.62	.44—.71
Ontario.....	.85	.70—.98
Toronto.....	.91	.85—1.02
Manitoba.....	.89	.78—1.00
<i>Packers, Female</i>		
Canada.....	.53	.....
New Brunswick.....	.44	.38—.45
Quebec.....	.44	.36—.51
Montreal.....	.45	.36—.51
Ontario.....	.58	.47—.69
Toronto.....	.61	.50—.69
Manitoba.....	.60	.50—.71
Alberta.....	.65	.50—.70
<i>Shippers</i>		
Canada.....	.79	.....
New Brunswick.....	.72	.60—.85
Quebec.....	.69	.57—.82
Montreal.....	.70	.60—.82
Ontario.....	.83	.70—.89
Toronto.....	.83	.70—.89
Confectionery		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.1	.....
Maritime Provinces.....	44.4	44—45
Quebec.....	47.8	44—48
Ontario.....	45.6	44—48
British Columbia.....	40.0	.....

TABLE V—(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Confectionery—Continued		
<i>Candy Makers</i>		
Canada.....	.86	.....
Maritime Provinces.....	.73	.65— .82
Quebec.....	.81	.60—1.02
Montreal.....	.83	.67—1.02
Ontario.....	.89	.80—1.02
Toronto.....	.91	.81—1.05
<i>Chocolate Dippers, Female</i>		
Canada.....	.54	.....
Maritime Provinces.....	.46	.44— .58
Quebec.....	.55	.50— .61
Montreal.....	.55	.50— .61
Ontario.....	.58	.48— .73
Toronto.....	.56	.48— .71
British Columbia.....	.58	.50— .75
<i>Enrobing Machine Operators</i>		
Canada.....	.88	.....
Quebec (Montreal only).....	.80	.75— .81
Ontario.....	.95	.78—1.20
Toronto.....	.97	.78—1.20
<i>Helpers, Female</i>		
Canada.....	.47	.....
Maritime Provinces.....	.38	.35— .42
Quebec.....	.47	.39— .60
Montreal.....	.47	.39— .60
Ontario.....	.53	.50— .61
Toronto.....	.53	.50— .57
<i>Labourers and Helpers</i>		
Canada.....	.65	.....
Maritime Provinces.....	.60	.54— .67
Quebec.....	.59	.40— .80
Montreal.....	.60	.45— .80
Ontario.....	.70	.59— .77
Toronto.....	.67	.59— .75
<i>Moulding Machine Operators</i>		
Canada.....	.81	.....
Quebec (Montreal only).....	.74	.64— .86
Ontario.....	.89	.80— .93
Toronto.....	.89	.78—1.00
<i>Packers and Assemblers</i>		
Canada.....	.76	.....
Maritime Provinces.....	.62	.55— .73
Ontario.....	.79	.67— .91
Toronto.....	.80	.67— .91
<i>Packers, Female</i>		
Canada.....	.51	.....
Maritime Provinces.....	.41	.38— .52
Quebec.....	.49	.35— .69
Montreal.....	.51	.40— .69
Ontario.....	.55	.45— .69
Toronto.....	.55	.50— .69

Table V —(8) EDIBLE PLANT PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Confectionery—Concluded		
<i>Wrapping Machine Operators, Female</i>		
Canada.....	.53	.....
Quebec (Montreal only).....	.55	.50— .57
Ontario.....	.58	.47— .69
Toronto.....	.59	.47— .77
<i>Wrappers, Hand, Female</i>		
Canada.....	.54	.....
Quebec (Montreal only).....	.50	.....
Ontario.....	.55	.49— .72
Toronto.....	.53	.49— .65
Fruit and Vegetable Canning		
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	48.5	.....
Nova Scotia.....	57.8	54—59
Quebec.....	54.0	44—60
Ontario.....	46.6	40—60
British Columbia.....	51.1	44—54
<i>Cooks and Processors</i>		
Canada.....	.76	.....
Nova Scotia.....	.47	.45— .55
Quebec.....	.67	.55— .79
Ontario.....	.79	.60— .99
British Columbia.....	.85	.75— .95
<i>Engineers, Stationary</i>		
Canada.....	.93	.....
Quebec.....	.78	.60—1.03
Ontario.....	.90	.70—1.10
British Columbia.....	1.02	.90—1.14
<i>Firemen, Stationary</i>		
Canada.....	.73	.....
Quebec.....	.72	.55— .95
Ontario.....	.72	.60— .85
British Columbia.....	.82	.75— .93
<i>Inspectors and Checkers, Female</i>		
Canada.....	.51	.....
Quebec.....	.46	.40— .50
Ontario.....	.51	.45— .67
British Columbia.....	.64	.60— .66
<i>Labourers</i>		
Canada.....	.67	.....
Nova Scotia.....	.48	.42— .50
Quebec.....	.55	.40— .60
Ontario.....	.67	.55— .79
British Columbia.....	.77	.65— .80
<i>Machine Operators, Male</i>		
Canada.....	.68	.....
Quebec.....	.52	.48— .60
Ontario.....	.70	.60— .87
British Columbia.....	.81	.61— .90

Table V—(8) EDIBLE PLANT PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Fruit and Vegetable Canning—Concluded		
<i>Machine Operators, Female</i>		
Canada.....	.57	.....
Quebec.....	.40	.37— .42
Ontario.....	.55	.45— .70
British Columbia.....	.65	.61— .66
<i>Mechanics</i>		
Canada.....	.85	.....
Quebec.....	.75	.....
Ontario.....	.85	.65—1.06
British Columbia.....	.88	.80— .93
<i>Packers, Male</i>		
Canada.....	.55	.....
Quebec.....	.54	.45— .60
Ontario.....	.57	.35— .65
British Columbia.....	.77	.75— .81
<i>Packers, Female</i>		
Canada.....	.58	.....
Quebec.....	.42	.38— .48
Ontario.....	.62	.53— .67
British Columbia.....	.55	.50— .61
<i>Peelers, Female</i>		
Canada.....	.62	.....
Quebec.....	.43	.36— .50
Ontario.....	.65	.50— .91
British Columbia.....	.61	.50— .67
<i>Shippers</i>		
Canada.....	.82	.....
Quebec.....	.67	.52— .81
Ontario.....	.84	.60—1.07
British Columbia.....	.89	.75— .95
<i>Truck Drivers</i>		
Canada.....	.75	.....
Quebec.....	.62	.58— .68
Ontario.....	.74	.60— .89
British Columbia.....	.87	.75— .95

Table V—(9) FUR PRODUCTS

STANDARD HOURS PER WEEK	Average	Range		
Canada.....	42.4	.....	
Quebec.....	43.7	40—45		
Ontario.....	41.1	40—44		
Manitoba.....	40.4	40—48		
Saskatchewan.....	42.5	40—44		
<i>Blockers</i>				
Canada.....			1.00	.....
Quebec (Montreal only).....			.87	.56—1.05
Ontario.....			1.35	1.00—1.66
Toronto.....			1.40	1.15—1.66
Manitoba.....			.64	.40— .91

Table V—(9) FUR PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
<i>Cutters</i>	\$	\$
Canada.....	1.58	.....
Quebec.....	1.50	1.07—1.84
Montreal.....	1.57	1.33—1.93
Ontario.....	1.85	1.09—2.50
Toronto.....	1.97	1.25—2.78
Manitoba.....	1.26	.96—1.50
Saskatchewan.....	1.46	.88—1.98
<i>Finishers, Female</i>		
Canada.....	.80	.....
Quebec.....	.84	.57— .99
Montreal.....	.90	.75—1.00
Ontario.....	.84	.43—1.37
Toronto.....	1.05	.75—1.50
Manitoba.....	.78	.50— .99
Saskatchewan.....	.70	.55— .86
<i>Machine Operators, Male</i>		
Canada.....	1.48	.....
Quebec (Montreal only).....	1.42	1.06—1.93
Ontario.....	1.75	1.23—2.13
Toronto.....	1.79	1.25—2.20
Manitoba.....	.87	.60—1.21
<i>Machine Operators, Female</i>		
Canada.....	.92	.....
Quebec (Montreal only).....	1.02	.77—1.28
Ontario.....	.97	.50—1.51
Toronto.....	1.15	.75—1.52
Manitoba.....	.81	.60—1.07

Table V—(10) LEATHER AND ITS PRODUCTS

Leather Tanning		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.4	.....
Quebec.....	53.6	45—55
Ontario.....	45.4	40—48
<i>Beam House Men</i>		
Canada.....	.96	.....
Quebec.....	.77	.65— .92
Ontario.....	.99	.75—1.23
<i>Buffers</i>		
Canada.....	.96	.....
Quebec.....	.81	.75— .83
Ontario.....	.99	.80—1.33
<i>Finishers</i>		
Canada.....	.91	.....
Quebec.....	.76	.74— .80
Ontario.....	.94	.80—1.10

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Leather Tanning—Concluded		
<i>Fleshers</i>		
Canada.....	1.02	.....
Quebec.....	.78	.75— .80
Ontario.....	1.04	.80—1.28
<i>Labourers</i>		
Canada.....	.78	.....
Quebec.....	.74	.57— .82
Ontario.....	.78	.73— .88
<i>Settlers</i>		
Canada.....	.93	.....
Quebec.....	.79	.71— .90
Ontario.....	.96	.80—1.16
<i>Sorters and Shippers</i>		
Canada.....	.92	.....
Quebec.....	.85	.71—1.06
Ontario.....	.93	.75—1.11
<i>Stakers and Softeners</i>		
Canada.....	1.02	.....
Quebec.....	.83	.75— .96
Ontario.....	1.05	.85—1.27
<i>Tackers</i>		
Canada.....	.99	.....
Quebec.....	.78	.60— .96
Ontario.....	1.05	.83—1.26
<i>Tanners</i>		
Canada.....	.97	.....
Quebec.....	.90	.84—1.00
Ontario.....	.98	.79—1.17
Boots and Shoes¹		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.0	.....
Nova Scotia.....	48.0	.....
New Brunswick.....	42.7	40—44
Quebec.....	47.3	40—48
Ontario.....	44.0	40—48
British Columbia.....	40.6	40—44
<i>Buffers and Polishers</i>		
Canada.....	.92	.....
Quebec.....	.94	.70—1.25
Montreal.....	.98	.70—1.28
Ontario.....	.92	.62—1.20
Toronto.....	.99	.71—1.16

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(10) LEATHER AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Boots and Shoes¹—Continued	\$	\$
<i>Lasters</i>		
Canada.....	1.02	.....
Quebec.....	1.01	.80—1.25
Montreal.....	1.05	.83—1.26
Ontario.....	1.04	.73—1.35
Toronto.....	1.11	.80—1.35
<i>Machine Operators (Miscellaneous)</i>		
Canada.....	.94	.....
Maritime Provinces.....	.77	.68—.96
Quebec.....	.93	.67—1.22
Montreal.....	.97	.75—1.27
Ontario.....	.96	.63—1.27
Toronto.....	.95	.67—1.21
<i>Nailing Machine Operators</i>		
Canada.....	1.06	.....
Quebec.....	1.10	.88—1.34
Montreal.....	1.15	.88—1.40
Ontario.....	1.03	.75—1.37
Toronto.....	1.03	.85—1.19
<i>Sole Layers</i>		
Canada.....	.99	.....
Quebec.....	1.00	.73—1.29
Montreal.....	1.03	.78—1.39
Ontario.....	1.01	.79—1.33
Toronto.....	1.08	.97—1.33
<i>Sole Leather Cutters</i>		
Canada.....	.92	.....
Quebec.....	.89	.70—1.13
Montreal.....	.96	.75—1.15
Ontario.....	.98	.79—1.20
Toronto.....	1.00	.87—1.10
<i>Stitchers, Male</i>		
Canada.....	.97	.....
Maritime Provinces.....	.66	.50—.80
Quebec.....	.99	.73—1.30
Montreal.....	1.04	.70—1.30
Ontario.....	1.03	.75—1.27
Toronto.....	1.06	.80—1.38
<i>Stitchers, Female</i>		
Canada.....	.61	.....
New Brunswick.....	.51	.43—.57
Quebec.....	.58	.40—.82
Montreal.....	.67	.50—.86
Ontario.....	.67	.45—.90
Toronto.....	.71	.55—.89
British Columbia.....	.67	.57—.80
<i>Treers</i>		
Canada.....	.95	.....
Quebec.....	.94	.77—1.05
Montreal.....	.95	.77—1.10
Ontario.....	.98	.60—1.18
Toronto.....	1.06	1.00—1.16

¹ Wide variation in earnings due to prevalence of piece-work.

Table V—(10) LEATHER AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Boots and Shoes¹—Concluded	\$	\$
<i>Upper Leather Cutters</i>		
Canada.....	1.01	.....
New Brunswick.....	.89	.....
Quebec.....	1.02	.73—1.00
Montreal.....	1.06	.83—1.20
Ontario.....	1.01	.78—1.25
Toronto.....	1.04	.80—1.28
British Columbia.....	1.12	1.05—1.25

Table V—(11) EDIBLE ANIMAL PRODUCTS

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
Dairy Products	\$	\$
STANDARD HOURS PER WEEK		
	<i>Average</i>	<i>Range</i>
Canada.....	48.2	.....
Nova Scotia.....	48.5	48—54
New Brunswick.....	48.4	48—54
Quebec.....	52.2	48—54
Ontario.....	47.9	44—48
Manitoba.....	48.0	.....
Saskatchewan.....	44.8	44—48
Alberta.....	47.1	45—48
British Columbia.....	43.9	42—44
<i>Bottle Fillers</i>		
Canada.....	35.10	.....
Nova Scotia.....	28.66	23.08—35.25
New Brunswick.....	27.00	25.00—29.00
Quebec.....	32.85	27.00—36.00
Montreal.....	33.65	30.74—36.00
Ontario.....	37.99	32.65—42.78
Toronto.....	38.87	38.50—40.50
Manitoba.....	38.46	36.50—40.50
Saskatchewan.....	32.27	28.80—33.46
Alberta.....	34.25	30.80—38.36
British Columbia.....	38.44	36.46—40.24
<i>Bottle Washers</i>		
Canada.....	35.03	.....
Nova Scotia.....	27.75	23.08—35.00
New Brunswick.....	27.00	25.00—30.00
Quebec.....	32.87	27.00—36.50
Montreal.....	33.38	30.00—36.50
Ontario.....	37.78	32.66—40.46
Toronto.....	38.46	34.00—43.00
Manitoba.....	37.73	34.50—40.50
Saskatchewan.....	31.27	26.54—33.46
Alberta.....	34.01	30.80—36.05
British Columbia.....	38.08	33.46—40.24

¹ Wide variation in earnings due to the prevalence of piece-work.

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
Dairy Products—Continued	\$	\$
<i>Butter Cutters</i>		
Canada.....	32.17	.....
Quebec.....	27.25	22.80—32.00
Montreal.....	27.42	22.80—32.00
Ontario.....	34.40	28.00—39.50
Manitoba.....	36.10	34.50—39.50
Saskatchewan.....	29.69	26.00—33.08
Alberta.....	32.28	26.54—37.20
British Columbia.....	42.16	39.23—47.31
<i>Butter Makers</i>		
Canada.....	36.25	.....
Nova Scotia.....	25.68	23.08—27.69
Quebec.....	34.49	30.00—38.95
Montreal.....	35.79	34.00—38.95
Ontario.....	39.24	33.02—47.52
Toronto.....	43.93	33.13—50.50
Manitoba.....	38.79	36.93—42.00
Saskatchewan.....	36.48	31.16—40.56
Alberta.....	33.85	29.43—39.51
British Columbia.....	38.17	33.00—45.00
<i>Can Washers</i>		
Canada.....	32.98	.....
Nova Scotia.....	26.68	21.92—35.00
New Brunswick.....	26.15	25.00—28.00
Quebec.....	32.56	27.00—36.00
Montreal.....	33.29	29.70—36.00
Ontario.....	35.04	28.85—39.84
Toronto.....	36.98	34.00—38.50
Manitoba.....	34.43	26.40—39.50
Saskatchewan.....	30.92	24.00—33.46
Alberta.....	32.57	26.54—36.05
British Columbia.....	35.59	23.07—40.24
<i>Checkers</i>		
Canada.....	37.72	.....
Nova Scotia.....	30.98	25.00—37.00
New Brunswick.....	31.20	28.00—40.00
Quebec.....	35.20	31.32—41.00
Montreal.....	34.91	32.00—39.60
Ontario.....	39.65	35.00—45.00
Toronto.....	39.69	38.00—41.50
Manitoba.....	40.28	35.25—46.00
Saskatchewan.....	32.03	26.54—35.26
Alberta.....	35.70	32.31—38.59
British Columbia.....	39.98	36.00—42.03
<i>Engineers</i>		
Canada.....	44.58	.....
Nova Scotia.....	39.91	34.62—43.39
Quebec.....	45.03	37.00—55.35
Montreal.....	46.16	37.00—55.35
Ontario.....	46.87	38.88—54.23
Toronto.....	50.60	45.00—54.00
Manitoba.....	43.50	39.50—46.50
Saskatchewan.....	38.78	32.31—47.26
Alberta.....	38.95	34.62—45.28
British Columbia.....	47.89	41.54—50.77

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Continued		
<i>Firemen</i>		
Canada.....	38.20	.....
Nova Scotia.....	29.16	24.23—33.46
Quebec.....	38.53	30.00—47.25
Montreal.....	40.75	30.96—47.25
Ontario.....	39.72	33.60—46.08
Toronto.....	45.57	38.00—50.88
Manitoba.....	41.72	39.50—44.50
Saskatchewan.....	32.71	26.54—40.48
Alberta.....	31.64	30.00—33.46
British Columbia.....	40.83	39.33—43.20
<i>Freezer Operators</i>		
Canada.....	37.42	.....
Nova Scotia.....	32.76	30.11—34.00
New Brunswick.....	32.67	28.00—40.00
Quebec.....	34.76	24.03—40.00
Montreal.....	37.98	36.18—40.00
Ontario.....	40.08	35.52—47.66
Toronto.....	43.65	38.50—50.00
Manitoba.....	40.61	39.50—42.95
Saskatchewan.....	32.49	25.39—41.56
Alberta.....	37.98	37.20—40.53
British Columbia.....	36.82	28.84—43.94
<i>Janitors</i>		
Canada.....	33.40	.....
Nova Scotia.....	21.00	18.00—25.00
Quebec.....	33.58	30.00—36.50
Montreal.....	34.12	30.00—37.95
Ontario.....	34.98	30.00—38.46
Toronto.....	35.75	33.00—36.50
Saskatchewan.....	29.26	22.50—34.11
Alberta.....	32.35	27.69—36.05
British Columbia.....	31.59	25.00—35.38
<i>Labourers</i>		
Canada.....	32.59	.....
Nova Scotia.....	22.22	20.00—27.00
Quebec.....	29.77	25.80—34.80
Montreal.....	31.71	25.80—38.34
Ontario.....	33.52	28.00—39.60
Toronto.....	35.12	27.00—38.50
Manitoba.....	36.16	34.50—40.50
Saskatchewan.....	26.87	24.00—32.16
Alberta.....	30.83	24.09—36.05
British Columbia.....	36.61	35.20—37.40
<i>Mechanics—Garage</i>		
Canada.....	41.50	.....
Nova Scotia.....	37.51	24.00—48.00
Quebec.....	41.78	35.10—47.10
Montreal.....	41.78	37.50—47.10
Ontario.....	42.93	39.50—46.16
Toronto.....	43.01	40.00—45.00
Manitoba.....	40.13	37.25—43.00
Saskatchewan.....	42.70	34.38—49.91
Alberta.....	37.58	32.31—44.45
British Columbia.....	41.93	37.13—47.31

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Week	Range of Rates per Week
	\$	\$
Dairy Products—Continued		
<i>Mechanics—Maintenance</i>		
Canada.....	41.50	.....
Nova Scotia.....	38.48	34.62—47.00
New Brunswick.....	38.65	28.95—50.00
Quebec.....	39.95	30.00—48.00
Montreal.....	41.90	33.67—48.00
Ontario.....	42.28	35.00—51.59
Toronto.....	42.26	38.25—45.60
Manitoba.....	41.05	33.00—46.00
Alberta.....	41.58	39.77—46.43
British Columbia.....	45.87	39.23—50.46
<i>Milk and Cream Receivers</i>		
Canada.....	37.04	.....
Nova Scotia.....	28.40	27.00—31.05
Quebec.....	36.97	33.60—40.50
Montreal.....	38.41	36.00—43.50
Ontario.....	38.13	31.20—44.00
Toronto.....	42.07	37.00—45.00
Manitoba.....	39.43	34.50—44.16
Saskatchewan.....	33.21	24.23—39.82
Alberta.....	34.90	31.16—39.51
British Columbia.....	39.77	37.50—41.54
<i>Packaging Operators</i>		
Canada.....	24.75	.....
Nova Scotia.....	21.61	20.00—22.00
Quebec.....	21.36	18.90—25.00
Montreal.....	20.91	18.90—25.00
Ontario.....	29.48	25.00—35.00
Manitoba.....	29.58	24.00—34.50
Saskatchewan.....	21.95	18.50—28.62
Alberta.....	33.32	26.54—40.69
<i>Pasteurizers</i>		
Canada.....	37.64	.....
Nova Scotia.....	29.23	24.00—36.00
New Brunswick.....	34.00	31.00—35.00
Quebec.....	35.95	31.00—42.00
Montreal.....	36.84	32.00—42.00
Ontario.....	40.25	33.12—46.50
Toronto.....	41.53	40.00—43.00
Manitoba.....	40.00	37.50—42.50
Saskatchewan.....	34.72	27.69—38.49
Alberta.....	34.66	31.16—38.36
British Columbia.....	41.48	37.02—45.78
<i>Route Salesmen¹</i>		
Canada.....	45.53	.....
Nova Scotia.....	32.97	27.00—35.00
New Brunswick.....	32.55	32.00—33.00
Quebec.....	46.73	35.00—61.66
Montreal.....	47.59	40.00—61.66
Ontario.....	48.44	43.96—52.87
Toronto.....	48.69	45.00—52.07
Manitoba.....	45.36	43.25—48.18
Saskatchewan.....	38.21	31.11—45.81
Alberta.....	37.25	32.31—42.47
British Columbia.....	45.72	42.23—49.24

¹ Average weekly earnings.

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Week	Range of Rates per Week
		\$	\$
Dairy Products—Concluded			
<i>Shippers</i>			
Canada.....		37.88	.....
Quebec.....		34.08	31.00—37.00
Montreal.....		33.45	30.95—36.00
Ontario.....		39.71	38.50—42.50
Toronto.....		39.36	38.50—42.50
Saskatchewan.....		35.98	32.31—40.39
Alberta.....		38.39	37.78—40.48
British Columbia.....		43.26	41.54—46.16
<i>Stablemen</i>			
Canada.....		33.78	.....
Quebec.....		30.49	24.00—35.00
Montreal.....		30.49	25.00—35.00
Ontario.....		35.78	31.68—40.80
Toronto.....		35.59	32.50—37.50
Manitoba.....		36.92	36.25—37.50
Saskatchewan.....		31.62	27.69—35.00
Alberta.....		32.48	28.60—36.05
British Columbia.....		34.65	32.41—38.40
<i>Truck Drivers</i>			
Canada.....		34.48	.....
Quebec.....		31.77	28.00—37.50
Montreal.....		32.80	29.83—37.50
Ontario.....		36.39	31.00—41.50
Toronto.....		38.74	31.95—41.50
Manitoba.....		34.42	32.25—35.50
Saskatchewan.....		31.90	26.40—37.80
Alberta.....		31.67	27.46—36.51
British Columbia.....		40.20	32.31—45.44
Meat Products			
STANDARD HOURS PER WEEK	Average	Range	
Canada.....	44.7	.....
Quebec.....	45.6	45—50	
Ontario.....	45.1	44—60	
Manitoba.....	44.1	44—50	
Saskatchewan.....	44.2	44—45	
Alberta.....	44.0	.....
British Columbia.....	44.1	44—45	
<i>Boners</i>		per Hour	per Hour
Canada.....		1.11	.....
Quebec.....		1.03	.90—1.15
Montreal.....		1.02	.90—1.15
Ontario.....		1.12	.80—1.48
Toronto.....		1.33	1.03—1.79
Manitoba.....		1.18	1.14—1.29
Saskatchewan.....		1.13	1.09—1.19
Alberta.....		1.07	.98—1.15
British Columbia.....		1.11	.98—1.17

Table V—(11) EDIBLE ANIMAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Meat Products—Continued		
<i>Butchers and Slaughterers</i>		
Canada.....	1.09	.....
Quebec.....	1.06	.93—1.21
Montreal.....	1.06	.94—1.21
Ontario.....	1.02	.84—1.18
Toronto.....	1.15	1.02—1.34
Manitoba.....	1.15	1.02—1.32
Saskatchewan.....	1.15	1.03—1.33
Alberta.....	1.09	.99—1.24
British Columbia.....	1.18	1.06—1.36
<i>Pickle Makers</i>		
Canada.....	1.00	.....
Quebec.....	1.06	1.01—1.14
Montreal.....	1.07	1.02—1.14
Ontario.....	.92	.70—1.08
Toronto.....	1.09	.95—1.13
Manitoba.....	.95	.82—1.13
Saskatchewan.....	1.13	1.07—1.21
Alberta.....	1.04	1.02—1.09
British Columbia.....	1.15	1.06—1.29
<i>Sausage Makers, Male</i>		
Canada.....	.99	.....
Quebec.....	.93	.80—1.04
Montreal.....	.92	.84—1.04
Ontario.....	.94	.74—1.08
Toronto.....	.98	.73—1.14
Manitoba.....	1.01	.82—1.15
Saskatchewan.....	1.06	.99—1.16
Alberta.....	1.03	1.00—1.11
British Columbia.....	1.11	1.04—1.17
<i>Sausage Makers, Female</i>		
Canada.....	.82	.....
Quebec.....	.73	.60— .83
Montreal.....	.73	.60— .83
Ontario.....	.76	.55— .87
Toronto.....	.80	.73— .87
Manitoba.....	.83	.66— .91
Saskatchewan.....	.90	.88— .93
Alberta.....	.85	.81— .91
British Columbia.....	.85	.81— .90
<i>Smokers</i>		
Canada.....	1.02	.....
Quebec.....	.95	.70—1.04
Montreal.....	.94	.70—1.04
Ontario.....	1.00	.83—1.09
Toronto.....	1.07	1.07—1.09
Manitoba.....	1.05	.93—1.13
Saskatchewan.....	1.09	1.04—1.17
Alberta.....	1.05	.97—1.10
British Columbia.....	1.10	1.07—1.15

Table V—(11) EDIBLE ANIMAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Meat Products—Concluded	\$	\$
<i>Trimmers</i>		
Canada.....	1.01	.....
Quebec.....	.96	.82—1.10
Montreal.....	.95	.82—1.10
Ontario.....	.95	.82—1.07
Toronto.....	1.03	.96—1.18
Manitoba.....	1.06	.99—1.15
Saskatchewan.....	1.02	1.00—1.10
Alberta.....	1.01	.93—1.10
British Columbia.....	1.08	.98—1.18
<i>Truck Drivers</i>		
Canada.....	1.06	.....
Quebec.....	1.04	1.03—1.08
Montreal.....	1.04	1.03—1.08
Ontario.....	1.03	.82—1.17
Toronto.....	1.12	.93—1.17
Manitoba.....	1.09	.94—1.17
Saskatchewan.....	1.04	.73—1.10
Alberta.....	1.10	1.08—1.18
British Columbia.....	1.08	1.04—1.10
Fish Canning—West Coast		
STANDARD HOURS PER WEEK		
	<i>Average</i>	
British Columbia.....	44.0	
British Columbia		
Cooks.....	193.03	175.00—225.00
Engineers, Stationary.....	233.36	210.00—244.00
Firemen, Stationary.....	193.19	185.00—200.00
Filling Machine Operators, male.....	232.02	.....
Iron Chink Men.....	221.54	.....
Linemen.....	244.80	.....
Retort Men.....	195.04	172.00—200.00
Watchmen.....	150.59	135.00—177.00
	<i>per Month</i>	<i>per Month</i>
Labourers.....	.88	.80— .95
Unloaders.....	.98	.89—1.00
Filling Machine Operators, Female.....	.80	.78— .80
Fish Washers, Female.....	.75	.....
	<i>per Hour</i>	<i>per Hour</i>

Table V—(12) IRON AND ITS PRODUCTS

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Crude, Rolled and Forged Products			\$	\$
STANDARD HOURS PER WEEK				
	Average	Range		
Canada.....	47.5	40—54		
Canada				
Blacksmiths.....			1.14	.99—1.26
Carpenters.....			1.12	1.05—1.18
Drill and Punch Press Operators.....			1.07	.81—1.52
Electricians.....			1.21	1.11—1.36
Grinder Operators.....			1.17	.94—1.41
Labourers.....			.91	.83— .94
Machinists.....			1.16	1.05—1.22
Mill Roughers.....			1.77	1.24—2.50
Millwrights.....			1.19	1.07—1.32
Oilers.....			1.06	.97—1.17
Pipefitters.....			1.17	1.11—1.26
Shear and Saw Operators.....			1.21	.94—1.66
Welders.....			1.16	1.05—1.30
Blast Furnace Keepers ¹			1.12	1.11—1.13
Blast Furnace Stove Tenders ¹			1.12	1.08—1.17
Bloom Mill Bottom Makers ¹			1.45	1.14—1.68
Coke Oven Pushermen ¹			1.13	1.08—1.22
Open Hearth Second Ladlemen ¹			1.17	1.05—1.25
Foundry and Machine Shop Products				
STANDARD HOURS PER WEEK				
	Average	Range		
Canada.....	45.6	.....	
Nova Scotia.....	44.4	44—48		
New Brunswick.....	49.2	44—50		
Quebec.....	47.0	44—54		
Ontario.....	45.4	44—48		
Manitoba.....	47.2	44—50		
Saskatchewan.....	44.0	.....	
Alberta.....	43.3	40—44		
British Columbia.....	40.2	40—44		
Blacksmiths				
Canada.....			1.00	.....
Nova Scotia.....			1.01	.97—1.13
New Brunswick.....			.87	.....
Quebec.....			.99	.81—1.20
Montreal.....			1.10	.99—1.20
Ontario.....			1.02	.85—1.15
Alberta.....			1.01	.72—1.10
Chippers and Grinders				
Canada.....			.99	.....
Quebec.....			1.04	.65—1.29
Montreal.....			1.19	.94—1.29
Ontario.....			.99	.78—1.30
Toronto.....			.99	.85—1.19
Manitoba.....			.79	.68— .93
Alberta.....			.88	.85— .95
British Columbia.....			1.09	.....

¹ Reported by the basic steel plants only.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Foundry and Machine Shop Products—Continued		
<i>Coremakers</i>		
Canada.....	1.09	.....
Quebec.....	.99	.66—1.48
Montreal.....	1.32	1.13—1.48
Ontario.....	1.13	.87—1.44
Toronto.....	1.17	1.03—1.30
Manitoba.....	1.00	.76—1.29
Alberta.....	1.00	.....
British Columbia.....	1.26	.....
<i>Labourers</i>		
Canada.....	.87	.....
Nova Scotia.....	.76	.72— .80
New Brunswick.....	.68	.60— .80
Quebec.....	.74	.65— .82
Montreal.....	.78	.70— .79
Ontario.....	.92	.72—1.08
Toronto.....	.91	.85— .96
Manitoba.....	.91	.74—1.01
Saskatchewan.....	.69	.65— .70
Alberta.....	.82	.80— .85
<i>Machinists</i>		
Canada.....	1.08	.....
Nova Scotia.....	1.06	.93—1.13
New Brunswick.....	.88	.73—1.05
Quebec.....	1.07	.85—1.27
Montreal.....	1.10	.90—1.27
Ontario.....	1.01	.82—1.17
Toronto.....	1.08	.95—1.20
Saskatchewan.....	.89	.83— .95
Alberta.....	1.04	.90—1.15
British Columbia.....	1.29	1.25—1.38
<i>Machinist's Helpers</i>		
Canada.....	.84	.....
Ontario.....	.93	.85—1.05
Alberta.....	.73	.....
British Columbia.....	.98	.75—1.15
<i>Moulders</i>		
Canada.....	1.20	.....
Nova Scotia.....	1.01	.90—1.07
New Brunswick.....	.74	.65— .92
Quebec.....	.96	.75—1.19
Montreal.....	1.17	1.13—1.29
Ontario.....	1.24	.95—1.57
Toronto.....	1.25	1.10—1.49
Manitoba.....	1.38	.94—1.67
Saskatchewan.....	.89	.80— .95
Alberta.....	1.05	1.00—1.15
British Columbia.....	1.24	1.10—1.25
<i>Moulder's Helpers</i>		
Canada.....	.85	.....
Nova Scotia.....	.74	.72— .79
Quebec.....	.75	.70— .82
Ontario.....	.92	.75—1.19
Alberta.....	.94	.....
British Columbia.....	1.00	.90—1.10

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Foundry and Machine Shop Products—Concluded	\$	\$
<i>Patternmakers</i>		
Canada.....	1.17	.....
Quebec.....	1.12	.90—1.28
Montreal.....	1.23	1.13—1.28
Ontario.....	1.20	.97—1.41
Manitoba.....	1.09	.97—1.18
Alberta.....	1.11	1.10—1.14
British Columbia.....	1.38	.....
Machine Tools		
STANDARD HOURS PER WEEK	<i>Average</i>	<i>Range</i>
Canada ¹	46.1	42½—48
Canada ¹		
Electricians.....	1.03	.90—1.11
Grinders.....	1.15	.87—1.49
Labourers.....	.77	.65—.85
Inspectors.....	1.03	.93—1.18
Lathe Operators.....	1.10	.85—1.35
Machinists and Fitters.....	1.07	.90—1.20
Milling Machine Operators.....	.98	.80—1.15
Tool and Die Makers.....	1.28	1.05—1.48
Machinery		
STANDARD HOURS PER WEEK	<i>Average</i>	<i>Range</i>
Canada.....	45.4	.....
Quebec.....	46.9	45—55
Ontario.....	44.8	40—48
Manitoba.....	44.7	44—45
Alberta.....	43.6	40—49½
British Columbia.....	40.1	40—44
<i>Assemblers</i>		
Canada.....	1.00	.....
Quebec.....	.85	.65—1.05
Montreal.....	.83	.65—1.05
Ontario.....	1.04	.79—1.42
Toronto.....	1.12	.88—1.42
British Columbia.....	1.03	.95—1.15
<i>Blacksmiths</i>		
Canada.....	1.00	.....
Quebec.....	.91	.77—1.12
Montreal.....	1.02	.83—1.26
Ontario.....	1.02	.85—1.18
Toronto.....	1.09	.95—1.19
British Columbia.....	1.31	1.25—1.35
<i>Labourers</i>		
Canada.....	.75	.....
Quebec.....	.72	.65—.79
Montreal.....	.77	.71—.89
Ontario.....	.78	.65—.88
Toronto.....	.82	.77—.90
Alberta.....	.81	.....
British Columbia.....	.95	.93—1.00

¹ Mostly Quebec and Ontario.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Machinery—Concluded	\$	\$
<i>Machine Operators</i>		
Canada.....	1.00	.....
Quebec.....	.98	.74—1.18
Montreal.....	1.02	.68—1.26
Ontario.....	1.01	.80—1.20
Toronto.....	1.05	.85—1.21
Manitoba.....	.88	.80—1.00
British Columbia.....	1.20	.95—1.38
<i>Machinists</i>		
Canada.....	1.06	.....
New Brunswick.....	.82	.60—1.05
Quebec.....	.96	.75—1.12
Montreal.....	.98	.80—1.15
Ontario.....	1.06	.88—1.24
Toronto.....	1.12	.95—1.28
Manitoba.....	.95	.79—1.13
Alberta.....	1.11	1.00—1.25
British Columbia.....	1.29	1.25—1.40
<i>Moulders</i>		
Canada.....	1.05	.....
Quebec.....	1.01	.75—1.16
Ontario.....	1.04	.85—1.24
British Columbia.....	1.26	1.25—1.28
<i>Patternmakers</i>		
Canada.....	1.11	.....
Quebec.....	1.01	.80—1.17
Montreal.....	1.02	.96—1.10
Ontario.....	1.14	1.00—1.38
Toronto.....	1.19	1.05—1.29
British Columbia.....	1.38	1.30—1.43
<i>Sheet Metal Workers</i>		
Canada.....	.97	.....
Quebec.....	1.00	.80—1.17
Ontario.....	.99	.83—1.19
Toronto.....	.99	.90—1.15
Manitoba.....	.88	.65—1.03
<i>Toolmakers</i>		
Canada.....	1.17	.....
Quebec.....	1.09	.88—1.23
Montreal.....	1.14	1.01—1.23
Ontario.....	1.18	1.00—1.35
Toronto.....	1.21	1.10—1.35
British Columbia.....	1.38	1.35—1.43
<i>Welders</i>		
Canada.....	1.05	.....
Quebec.....	1.01	.80—1.21
Montreal.....	1.12	.95—1.21
Ontario.....	1.04	.85—1.23
Toronto.....	1.12	.97—1.33
Manitoba.....	.87	.75— .97
Alberta.....	1.14	1.00—1.25
British Columbia.....	1.27	1.25—1.38

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
			\$	\$
Engines, Boilers, Tanks, etc.				
STANDARD HOURS PER WEEK			<i>Average</i>	<i>Range</i>
Canada.....	45.3	40—50		
<hr/>				
Canada—				
Assemblers.....			1.07	.80—1.15
Blacksmiths.....			1.00	.75—1.38
Boilermakers.....			1.15	.95—1.38
Welders.....			1.13	.85—1.45
Labourers.....			.77	.65— .93
Machine Operators.....			1.08	.90—1.18
Machinists.....			1.10	.90—1.29
Moulders.....			1.03	.85—1.25
Patternmakers.....			1.22	.90—1.39
Toolmakers.....			1.31	1.15—1.41
<hr/>				
Aircraft and Parts				
STANDARD HOURS PER WEEK			<i>Average</i>	<i>Range</i>
Canada.....	44.6	40—48		
<hr/>				
Canada				
Assemblers.....			1.01	.88—1.13
Carpenters.....			1.07	1.00—1.18
Electricians.....			1.08	1.03—1.17
Grinders.....			1.13	.88—1.26
Lathe Operators.....			.96	.88—1.10
Milling Machine Operators.....			.98	.88—1.04
Machinists.....			1.05	.88—1.21
Mechanics.....			1.01	.82—1.15
Patternmakers.....			1.13	.93—1.26
Sheet Metal Workers.....			1.00	.88—1.13
Toolmakers.....			1.20	1.15—1.33
<hr/>				
Steel Shipbuilding				
STANDARD HOURS PER WEEK			<i>Average</i>	<i>Range</i>
Canada.....	44.9			
Nova Scotia.....	44.5	44—48		
Quebec.....	47.3	44—48		
Ontario.....	44.2	44—47		
British Columbia.....	40.0			
<hr/>				
<i>Blacksmiths</i>				
Canada.....			1.16	
Nova Scotia.....			1.11	.97—1.13
Quebec.....			1.08	1.07—1.12
Ontario.....			1.11	1.07—1.15
British Columbia.....			1.41	
<hr/>				
<i>Boilermakers</i>				
Canada.....			1.15	
Nova Scotia.....			1.10	.97—1.13
Quebec.....			1.09	1.07—1.12
Ontario.....			1.11	1.07—1.15
British Columbia.....			1.41	

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Steel Shipbuilding—Continued		
<i>Chippers and Caulkers</i>		
Canada.....	1.09	.....
Nova Scotia.....	1.11	1.03—1.13
Quebec.....	1.04	.95—1.12
Ontario.....	1.07	1.04—1.15
British Columbia.....	1.38	1.26—1.41
<i>Electricians</i>		
Canada.....	1.20	.....
Nova Scotia.....	1.13	.....
Quebec.....	1.07	1.02—1.12
Ontario.....	1.09	1.07—1.15
British Columbia.....	1.51	.....
<i>Heaters</i>		
Canada.....	1.03	.....
Nova Scotia.....	.96	.80— .98
Quebec.....	1.01	.90—1.63
Ontario.....	.94	.91— .98
<i>Holders-On</i>		
Canada.....	1.12	.....
Nova Scotia.....	1.03	.....
Quebec.....	1.12	.95—1.92
Ontario.....	.99	.96—1.04
<i>Labourers</i>		
Canada.....	.80	.....
Nova Scotia.....	.77	.70— .78
Quebec.....	.69	.67— .70
Ontario.....	.74	.69— .78
British Columbia.....	1.09	1.01—1.11
<i>Machinists</i>		
Canada.....	1.17	.....
Nova Scotia.....	1.13	.....
Quebec.....	1.08	1.02—1.12
Ontario.....	1.11	1.07—1.17
British Columbia.....	1.40	1.28—1.41
<i>Patternmakers</i>		
Canada.....	1.19	.....
Nova Scotia.....	1.09	.97—1.13
Quebec.....	1.10	1.07—1.17
Ontario.....	1.13	1.07—1.25
British Columbia.....	1.51	.....
<i>Plumbers, Steam and Pipefitters</i>		
Canada.....	1.15	.....
Nova Scotia.....	1.13	.....
Quebec.....	1.08	1.02—1.12
Ontario.....	1.08	1.07—1.15
British Columbia.....	1.41	.....
<i>Riggers</i>		
Canada.....	1.11	.....
Nova Scotia.....	1.13	.....
Quebec.....	.99	.95—1.03
Ontario.....	.99	.96—1.04
British Columbia.....	1.35	1.26—1.41

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Steel Shipbuilding—Concluded		
<i>Riveters</i>		
Canada.....	1.22	.....
Nova Scotia.....	1.10	.97—1.13
Quebec.....	1.28	1.07—2.27 ²
Ontario.....	1.09	1.07—1.15
<i>Shipfitters and Platers</i>		
Canada.....	1.14	.....
Nova Scotia.....	1.12	1.08—1.13
Quebec.....	1.13	1.00—1.85
Ontario.....	1.10	1.07—1.15
British Columbia.....	1.40	.....
<i>Shipwrights, Carpenters and Joiners</i>		
Canada.....	1.13	.....
Nova Scotia.....	1.12	.95—1.13
Quebec.....	1.08	1.07—1.12
Ontario.....	1.10	1.07—1.15
British Columbia.....	1.39	1.28—1.41
<i>Welders and Burners</i>		
Canada.....	1.10	.....
Nova Scotia.....	1.10	1.03—1.13
Quebec.....	1.04	.97—1.12
Ontario.....	1.06	.96—1.15
British Columbia.....	1.41	.....
Railway Rolling Stock		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	46.5	42—54
Canada		
Assemblers and Bench Hands.....	1.21 ¹	1.05—1.41
Blacksmiths.....	1.38	.99—1.95
Carpenters.....	1.22 ¹	.88—1.50
Coremakers.....	1.11	.95—1.17
Crane Operators.....	1.01	.95—1.09
Electricians.....	1.15	1.01—1.19
Helpers.....	1.03 ¹	.84—1.25
Labourers.....	.85	.75— .93
Machinists.....	1.18	.99—1.38
Millwrights.....	1.07	.90—1.19
Moulders.....	1.19	1.02—1.36
Painters.....	1.21 ¹	.97—1.47
Patternmakers.....	1.29	1.20—1.39
Punch and Shear Operators.....	1.26 ¹	1.12—1.46
Sheet Metal Workers.....	1.20	1.02—1.51
Welders and Burners.....	1.45 ¹	1.14—1.61

¹ Average based largely on piece-work earnings.² The rate \$2.27 represents piece work earnings.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Motor Vehicles			\$	\$
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada (Ontario only).....	41.1	40—45		
Canada (Ontario only)				
Assemblers.....			1.26	1.15—1.37
Electricians.....			1.40	1.24—1.47
Inspectors.....			1.29	1.26—1.35
Machine Operators.....			1.28	1.22—1.37
Machinists.....			1.28	1.18—1.38
Millwrights.....			1.35	1.24—1.37
Painters and Enamellers.....			1.27	1.17—1.37
Platers.....			1.33	1.25—1.35
Sheet Metal Workers.....			1.18	.99—1.37
Toolmakers.....			1.49	1.36—1.57
Trimmers.....			1.27	1.12—1.37
Motor Vehicle Parts and Accessories				
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada (Ontario only).....	44.8	40—48		
Canada (Ontario only)				
Assemblers, Male.....			1.08	.85—1.25
Assemblers, Female.....			.85	.65—1.01
Grinders.....			1.18	1.00—1.31
Inspectors, Male.....			1.08	.96—1.22
Inspectors, Female.....			.77	.68— .94
Labourers.....			.94	.75—1.08
Machine Operators, Male.....			1.14	.91—1.32
Machine Operators, Female.....			.91	.72—1.08
Machinists.....			1.19	1.05—1.29
Millwrights.....			1.16	1.02—1.22
Toolmakers.....			1.31	1.10—1.51
Welders.....			1.19	1.05—1.33
Heating and Cooking Apparatus				
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada.....	45.9			
New Brunswick.....	45.8	44—48		
Quebec.....	47.6	45—55		
Ontario.....	45.2	40—48		
British Columbia.....	40.0			
Coremakers ¹				
Canada.....			1.22	
Quebec.....			1.33	.63—1.70
Montreal.....			1.53	1.46—1.70
Ontario.....			1.18	.84—1.57
Toronto.....			1.42	.84—1.95
Craters, Shippers and Packers				
Canada.....			.94	
New Brunswick.....			1.01	.79—1.31
Quebec.....			.91	.70—1.05
Montreal.....			.95	.82—1.13
Ontario.....			.94	.78—1.13
Toronto.....			.98	.85—1.01

¹ Piece-work earnings predominant.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Heating and Cooking Apparatus—Continued	\$	\$
<i>Enamellers and Painters</i>		
Canada.....	1.00	.....
New Brunswick.....	.91	.75—1.06
Quebec.....	.97	.72—1.15
Montreal.....	1.03	.94—1.18
Ontario.....	1.03	.75—1.34
Toronto.....	1.03	.93—1.15
<i>Labourers</i>		
Canada.....	.82	.....
New Brunswick.....	.66	.61— .71
Quebec.....	.72	.58— .97
Montreal.....	.88	.69— .97
Ontario.....	.85	.78— .92
Toronto.....	.90	.84— .97
<i>Machinists</i>		
Canada.....	1.06	.....
Quebec.....	1.09	.80—1.17
Montreal.....	1.16	1.09—1.17
Ontario.....	1.07	.91—1.21
Toronto.....	1.14	1.01—1.23
<i>Moulders¹</i>		
Canada.....	1.25	.....
New Brunswick.....	1.30	1.00—1.60
Quebec.....	1.14	.75—1.56
Montreal.....	1.41	1.39—1.68
Ontario.....	1.28	.99—1.56
Toronto.....	1.30	1.07—1.38
British Columbia.....	1.20	1.10—1.22
<i>Mounters or Assemblers¹</i>		
Canada.....	1.01	.....
New Brunswick.....	1.01	.65—1.30
Quebec.....	.95	.68—1.35
Montreal.....	1.10	.80—1.47
Ontario.....	1.02	.85—1.15
Toronto.....	1.04	.89—1.14
<i>Patternmakers</i>		
Canada.....	1.08	.....
New Brunswick.....	.86	.83— .89
Quebec.....	1.11	.90—1.22
Montreal.....	1.16	1.00—1.22
Ontario.....	1.10	.96—1.23
Toronto.....	1.10	1.00—1.23
<i>Polishers¹</i>		
Canada.....	1.04	.....
New Brunswick.....	.95	.69—1.32
Quebec.....	1.04	.68—1.61
Ontario.....	1.07	.81—1.33
Toronto.....	1.09	.90—1.32

¹ Piece-work earnings predominant.

Table V—(12) IRON AND ITS PRODUCTS—Continued

Occupation and Locality		Average Wage Rate per Hour	Range of Rates per Hour
		\$	\$
Heating and Cooking Apparatus—Concluded			
<i>Sheet Metal Workers</i>			
Canada.....		1.00	.....
New Brunswick.....		1.03	.70—1.28
Quebec.....		.86	.65—1.16
Ontario.....		1.00	.81—1.20
Toronto.....		1.05	.97—1.20
Agricultural Machinery			
STANDARD HOURS PER WEEK		Average	Range
Canada ¹		45.3	40—60
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Canada ¹			
Blacksmiths.....		.98	.72—1.32
Inspectors.....		1.10	.96—1.25
Labourers.....		.86	.72— .96
Machine Operators (Metal).....		1.15 ²	.92—1.45
Machinists.....		.92	.67—1.15
Moulders.....		1.31 ²	.92—1.65
Painters.....		1.08 ²	.70—1.54
Patternmakers.....		1.20	.95—1.38
Sheet Metal Workers.....		1.05 ²	.64—1.38
Shippers and Packers.....		1.07 ²	.91—1.27
Woodworking Machine Operators.....		.94 ²	.60—1.28
Sheet Metal Products			
STANDARD HOURS PER WEEK		Average	Range
Canada.....		44.7	.....
Quebec.....		44.7	44—45
Ontario.....		45.7	40—48
Manitoba.....		44.1	40—45
Saskatchewan.....		44.0	.....
Alberta.....		40.0	.....
British Columbia.....		40.3	40—44
<hr/>			
<i>Labourers</i>			
Canada.....		.77	.....
Quebec (Montreal only).....		.77	.67— .80
Ontario.....		.77	.62— .92
Toronto.....		.81	.75— .85
Manitoba.....		.74	.69— .83
Saskatchewan.....		.75	.70— .85
British Columbia.....		.95	.77—1.01
<hr/>			
<i>Machine Operators</i>			
Canada.....		1.00	.....
Quebec (Montreal only).....		.99	.89—1.10
Ontario.....		1.01	.84—1.16
Toronto.....		1.03	.80—1.20
Manitoba.....		.92	.85— .98
British Columbia.....		1.04	.90—1.17

¹ Mostly Ontario.² Piece-work earnings predominant.

Table V—(12) IRON AND ITS PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Sheet Metal Products—Concluded	\$	\$
<i>Machinists</i>		
Canada.....	1.16	.....
Quebec (Montreal only).....	1.17	.95—1.30
Ontario.....	1.17	1.00—1.31
Toronto.....	1.14	1.00—1.31
<i>Sheet Metal Workers</i>		
Canada.....	1.31	.....
Quebec (Montreal only).....	1.16	1.10—1.25
Ontario.....	1.31	1.00—1.65
Toronto.....	1.32	1.00—1.65
Manitoba.....	1.10	1.01—1.12
Saskatchewan.....	1.11	.95—1.20
Alberta.....	1.39	1.16—1.45
British Columbia.....	1.61	1.48—1.65
<i>Sheet Metal Worker's Helpers</i>		
Canada.....	.78	.....
Quebec (Montreal only).....	.71	.67— .78
Ontario.....	.88	.80— .97
Toronto.....	.84	.75— .97
Saskatchewan.....	.82	.75— .85
Alberta.....	.76	.70— .80
British Columbia.....	1.01	.85—1.22
<i>Shippers</i>		
Canada.....	.93	.....
Quebec (Montreal only).....	.92	.80— .98
Ontario.....	.93	.79—1.05
Toronto.....	.97	.79—1.04
Manitoba.....	.89	.79— .98
Saskatchewan.....	.82	.71— .85
British Columbia.....	1.05	1.00—1.13
<i>Welders</i>		
Canada.....	1.12	.....
Quebec (Montreal only).....	1.13	1.06—1.23
Ontario.....	1.14	.94—1.30
Toronto.....	1.18	1.05—1.30
Manitoba.....	1.00	.93—1.08
Saskatchewan.....	.98	.90—1.00
British Columbia.....	1.27	1.25—1.41

Table V—(13) TOBACCO PRODUCTS

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
STANDARD HOURS PER WEEK			\$	\$
	<i>Average</i>	<i>Range</i>		
Canada (Quebec and Ontario).....	45.0	40—48		
<hr/>				
Canada (Quebec and Ontario)				
Cigarettes and Tobacco				
Adjusters.....			1.14	.98—1.32
Cigarette Making Machine Operators, Female.....			.83	.77— .84
Cigarette Making Machine Catchers, Female.....			.74	.63— .91
Cutting Machine Operators.....			1.02	.87—1.18
Machinists.....			1.27	1.02—1.53
Packers, Machine, Female.....			.66	.53— .84
Packers, Hand, Female.....			.86	.53—1.36
Searchers (Pickers), Female.....			.91	.68— .98
Shippers.....			1.00	.88—1.24
Stemmers, Machine, Female.....			.85	.67—1.00
Unskilled Workers, Male.....			.89	.72— .97
Unskilled Workers, Female.....			.67	.61— .72
 Cigars				
Adjusters.....			1.09	1.03—1.13
Binder and Wrapper Layers, Female.....			.78	.55— .89
Examiners, Female.....			.82	.76— .89
Packers, Female.....			.61	.35— .83
Rollers, Male.....			.71	.35—1.05
Rollers, Female.....			.67	.49— .87
Stemmers, Machine, Female.....			.63	.41— .76
Unskilled Workers, Male.....			.78	.61— .92
Unskilled Workers, Female.....			.61	.50— .72

Table V—(14) BEVERAGES

Brewery Products				
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada.....	43.9	.....	
Quebec.....	48.0	.....	
Ontario.....	40.7	44—48		
Manitoba.....	44.0	.....	
Saskatchewan.....	44.0	.....	
Alberta.....	40.0	.....	
British Columbia.....	40.5	40—44		
<hr/>				
<i>Bottle Shop Workers, Skilled</i>				
Canada.....			1.03	.....
Quebec.....			.89	.84— .93
Montreal.....			.91	.82— .93
Ontario.....			1.15	1.12—1.19
Toronto.....			1.15	.....
Manitoba.....			.91	.87— .99
Saskatchewan.....			.84	.77— .89
Alberta.....			1.12	1.00—1.14
British Columbia.....			1.17	1.00—1.21

Table V—(14) BEVERAGES—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Brewery Products—Continued		
<i>Bottle Shop Workers, Semi-skilled and Unskilled</i>		
Canada.....	.94	.....
Quebec.....	.87	.79— .93
Montreal.....	.87	.79— .93
Ontario.....	1.06	.97—1.14
Toronto.....	1.10	1.00—1.15
Manitoba.....	.84	.79— .89
Saskatchewan.....	.73	.60— .80
Alberta.....	.98	.90—1.11
British Columbia.....	1.02	.86—1.06
<i>Brewhouse Workers, Skilled</i>		
Canada.....	1.08	.....
Quebec.....	.95	.84— .98
Montreal.....	.96	.84— .98
Ontario.....	1.16	1.05—1.31
Toronto.....	1.20	1.15—1.34
Manitoba.....	1.03	.95—1.10
Saskatchewan.....	.89	.83—1.00
Alberta.....	1.14	1.04—1.26
British Columbia.....	1.23	1.02—1.43
<i>Brewhouse Workers, Semi-skilled</i>		
Canada.....	1.00	.....
Quebec.....	.88	.79— .93
Montreal.....	.89	.82— .93
Ontario.....	1.10	.99—1.19
Toronto.....	1.15	.....
Manitoba.....	.91	.83—1.01
Saskatchewan.....	.86	.80— .97
Alberta.....	1.04	1.00—1.16
British Columbia.....	1.14	1.03—1.25
<i>Brewhouse Workers, Unskilled</i>		
Canada.....	.96	.....
Quebec.....	.84	.77— .93
Montreal.....	.85	.77— .93
Ontario.....	1.09	.80—1.19
Toronto.....	1.16	1.10—1.19
Manitoba.....	.89	.85— .98
Saskatchewan.....	.81	.70— .89
British Columbia.....	1.06	.93—1.10
<i>Coopers</i>		
Canada.....	1.09	.....
Quebec.....	1.11	1.10—1.21
Ontario.....	1.17	.99—1.28
Manitoba.....	1.01	.87—1.14
Saskatchewan.....	.78	.65— .92
British Columbia.....	1.13	.....
<i>Labourers</i>		
Canada.....	.93	.....
Quebec.....	.81	.66— .93
Montreal.....	.89	.89— .93
Ontario.....	1.11	1.03—1.14
Manitoba.....	.83	.82— .86
Saskatchewan.....	.72	.60— .80

Table V—(14) BEVERAGES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
Brewery Products—Concluded	\$	\$
<i>Motor Truck Drivers</i>		
Canada.....	1.04	.....
Quebec.....	1.03	.96—1.12
Montreal.....	1.05	.96—1.12
Ontario.....	1.11	.94—1.21
Manitoba.....	.96	.75—1.23
British Columbia.....	1.10	.....
<i>Stationary Engineers</i>		
Canada.....	1.13	.....
Quebec.....	1.20	1.00—1.31
Montreal.....	1.22	.88—1.31
Ontario.....	1.19	.95—1.31
Toronto.....	1.25	1.19—1.31
Manitoba.....	1.05	1.00—1.09
Saskatchewan.....	.97	.89—1.05
Alberta.....	1.21	1.13—1.29
British Columbia.....	1.22	.96—1.38
<i>Stationary Firemen</i>		
Canada.....	1.00	.....
Quebec.....	1.03	1.00—1.04
Montreal.....	1.04	1.02—1.04
Ontario.....	1.11	.90—1.31
Manitoba.....	.90	.....
British Columbia.....	1.11	1.02—1.25

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION

STANDARD HOURS PER WEEK	Average	Range		
Canada.....	46.5	.....	
Nova Scotia.....	46.6	40—48		
New Brunswick.....	47.9	44—48		
Quebec.....	46.8	44—48		
Ontario.....	47.3	44—48		
Manitoba.....	44.7	44—48		
Saskatchewan.....	44.6	44—48		
Alberta.....	45.3	40—48		
British Columbia.....	40.7	40—44		
<i>Electricians</i>				
Canada.....			1.15	.....
Nova Scotia.....			1.00	.77—1.15
Quebec.....			1.02	.85—1.21
Ontario.....			1.17	.83—1.48
Saskatchewan.....			1.20	.92—1.26
Alberta.....			1.22	1.00—1.30
British Columbia.....			1.42	1.23—1.50
<i>Groundmen</i>				
Canada.....			.83	.....
Nova Scotia.....			.81	.69— .91
New Brunswick.....			.65	.....
Quebec.....			.78	.70— .84
Ontario.....			.90	.68—1.16
Manitoba.....			.86	.85— .87
Saskatchewan.....			.82	.70— .86
Alberta.....			.91	.87—1.03
British Columbia.....			1.13	1.02—1.18

Table V—(15) ELECTRIC CURRENT PRODUCTION AND DISTRIBUTION—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Linemen</i>		
Canada.....	.96	.....
Nova Scotia.....	.89	.65—1.15
New Brunswick.....	.82	.75— .90
Quebec.....	.86	.63—1.06
Ontario.....	1.00	.68—1.28
Manitoba.....	1.18	1.15—1.23
Saskatchewan.....	1.17	1.02—1.31
Alberta.....	1.21	.99—1.30
British Columbia.....	1.39	1.17—1.50
<i>Metermen</i>		
Canada.....	1.04	.....
Nova Scotia.....	1.02	.95—1.09
Quebec.....	.95	.74—1.09
Ontario.....	1.05	.80—1.30
Manitoba.....	.98	.84—1.10
Saskatchewan.....	1.01	.92—1.09
Alberta.....	1.22	1.15—1.24
British Columbia.....	1.41	1.37—1.48
<i>Meter Readers</i>		
Canada.....	.89	.....
Nova Scotia.....	.64	.48— .81
New Brunswick.....	.75	.72— .84
Quebec.....	.84	.57—1.03
Ontario.....	.98	.80—1.20
Manitoba.....	1.02	.84—1.09
Saskatchewan.....	1.03	.73—1.20
Alberta.....	1.06	.81—1.08
British Columbia.....	.99	.95—1.05
<i>Operators</i>		
Canada.....	1.08	.....
Nova Scotia.....	.70	.46— .94
New Brunswick.....	.94	.93—1.06
Quebec.....	1.00	.77—1.21
Ontario.....	1.14	.92—1.43
Manitoba.....	1.05	.94—1.23
Saskatchewan.....	1.11	.87—1.44
Alberta.....	1.09	.84—1.25
British Columbia.....	1.43	1.23—1.59
<i>Maintenance Men</i>		
Canada.....	1.01	.....
Quebec.....	1.00	.85—1.16
Ontario.....	1.03	.88—1.11
Manitoba.....	1.14	.91—1.22
Saskatchewan.....	1.11	.83—1.44
Alberta.....	1.03	1.00—1.05

Table V—(16) ELECTRICAL PRODUCTS

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
Electrical Machinery and Apparatus			\$	\$
STANDARD HOURS PER WEEK	Average	Range		
Canada.....	43.0	.....	
Quebec.....	41.6	40—48		
Ontario.....	43.5	40—48		
British Columbia.....	40.3	40—44		
<i>Assemblers, Male</i>				
Canada.....			1.09	.....
Quebec (Montreal only).....			1.04	.80—1.26
Ontario.....			1.10	.85—1.39
Toronto.....			1.04	.83—1.27
British Columbia.....			1.15	1.08—1.18
<i>Assemblers, Female</i>				
Canada.....			.84	.....
Quebec (Montreal only).....			.91	.70—1.21
Ontario.....			.84	.65— .98
Toronto.....			.87	.68— .98
<i>Buffers and Polishers</i>				
Canada.....			1.01	.....
Quebec (Montreal only).....			.92	.73—1.18
Ontario.....			1.05	.70—1.37
Toronto.....			1.10	.91—1.34
<i>Coil Winders, Male</i>				
Canada.....			1.11	.....
Quebec (Montreal only).....			1.02	.80—1.15
Ontario.....			1.13	.94—1.34
Toronto.....			1.11	.90—1.30
<i>Coil Winders, Female</i>				
Canada.....			.90	.....
Quebec (Montreal only).....			.97	.62—1.35
Ontario.....			.87	.73—1.05
Toronto.....			.87	.70—1.07
<i>Inspectors</i>				
Canada.....			1.09	.....
Quebec (Montreal only).....			1.04	.90—1.19
Ontario.....			1.12	.94—1.30
Toronto.....			1.13	.95—1.29
<i>Labourers</i>				
Canada.....			.86	.....
Quebec (Montreal only).....			.79	.65— .87
Ontario.....			.89	.80— .98
Toronto.....			.89	.80— .99
<i>Machine Operators</i>				
Canada.....			1.11	.....
Quebec (Montreal only).....			1.04	.77—1.30
Ontario.....			1.14	.90—1.38
Toronto.....			1.09	.85—1.33

Table V—(16) ELECTRICAL PRODUCTS—Continued

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Electrical Machinery and Apparatus—Concluded		
<i>Machinists</i>		
Canada.....	1.16	.....
Quebec (Montreal only).....	1.09	.85—1.27
Ontario.....	1.18	.95—1.36
Toronto.....	1.16	.91—1.36
British Columbia.....	1.24	1.13—1.30
<i>Packers and Shippers</i>		
Canada.....	.98	.....
Quebec (Montreal only).....	.95	.80—1.06
Ontario.....	.99	.81—1.13
Toronto.....	.96	.77—1.09
British Columbia.....	.98	.96—1.08
<i>Platers</i>		
Canada.....	1.04	.....
Quebec (Montreal only).....	.99	.64—1.23
Ontario.....	1.05	.75—1.38
Toronto.....	1.02	.83—1.29
<i>Sheet Metal Workers</i>		
Canada.....	1.07	.....
Quebec (Montreal only).....	.93	.87—1.00
Ontario.....	1.08	.80—1.40
Toronto.....	1.13	.81—1.40
<i>Toolmakers</i>		
Canada.....	1.32	.....
Quebec (Montreal only).....	1.30	1.07—1.52
Ontario.....	1.33	1.10—1.53
Toronto.....	1.35	1.08—1.53
British Columbia.....	1.41	1.36—1.48
Radio Sets and Parts		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	43.6	.....
Quebec.....	43.4	40—45
Ontario.....	43.7	40—45
<i>Assemblers, Male</i>		
Canada.....	.92	.....
Quebec (Montreal only).....	.88	.70—1.08
Ontario.....	.94	.75—1.31
Toronto.....	.96	.83—1.31
<i>Assemblers, Female</i>		
Canada.....	.77	.....
Quebec (Montreal only).....	.81	.57—1.03
Ontario.....	.76	.60—.94
Toronto.....	.83	.67—.94
<i>Inspectors, Male</i>		
Canada.....	.99	.....
Quebec (Montreal only).....	1.02	.85—1.18
Ontario.....	.96	.83—1.10
Toronto.....	.97	.83—1.10

Table V—(16) ELECTRICAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Radio Sets and Parts—Concluded		
<i>Inspectors, Female</i>		
Canada.....	.82	.....
Quebec (Montreal only).....	.87	.83—.93
Ontario.....	.80	.62—.93
Toronto.....	.87	.75—.93
<i>Machinists</i>		
Canada.....	1.22	.....
Quebec (Montreal only).....	1.26	1.13—1.38
Ontario.....	1.18	.90—1.41
Toronto.....	1.26	1.15—1.41
<i>Shippers and Packers</i>		
Canada.....	.97	.....
Quebec (Montreal only).....	.97	.88—1.05
Ontario.....	.98	.83—1.15
Toronto.....	.99	.83—1.17
<i>Testers</i>		
Canada.....	1.07	.....
Quebec (Montreal only).....	1.10	.89—1.28
Ontario.....	1.05	.83—1.29
Toronto.....	1.14	.94—1.55
<i>Toolmakers</i>		
Canada.....	1.42	.....
Quebec (Montreal only).....	1.55	1.40—1.63
Ontario (Toronto only).....	1.35	1.16—1.58

Table V—(17) CHEMICAL PRODUCTS

Acids, Alkalis and Salts		
STANDARD HOURS PER WEEK	Average	Range
Canada.....	47.1	.....
Quebec.....	48.0	.....
Ontario.....	46.0	44—48
<i>Carpenters</i>		
Canada.....	1.10	.....
Quebec.....	1.02	.98—1.05
Ontario.....	1.19	1.13—1.26
<i>Electricians</i>		
Canada.....	1.09	.....
Quebec.....	1.05	1.00—1.06
Ontario.....	1.18	1.18—1.21
<i>Helpers, All Trades</i>		
Canada.....	.93	.....
Quebec.....	.85	.82—.90
Ontario.....	1.03	.96—1.14
<i>Labourers</i>		
Canada.....	.87	.....
Quebec.....	.82	.80—.84
Ontario.....	.94	.78—.98

Table V—(17) CHEMICAL PRODUCTS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Acids, Alkalis and Salts—Concluded		
<i>Machinists</i>		
Canada.....	1.13	.....
Quebec.....	1.07	1.00—1.12
Ontario.....	1.23	1.14—1.28
<i>Operators, Production</i>		
Canada.....	.94	.....
Quebec.....	.91	.88— .96
Ontario.....	1.07	.88—1.26
<i>Painters</i>		
Canada.....	.98	.....
Quebec.....	.93	.88— .95
Ontario.....	1.06	1.01—1.07
<i>Pipefitters</i>		
Canada.....	1.06	.....
Quebec.....	1.01	.96—1.08
Ontario.....	1.18	1.09—1.26
<i>Technicians, Laboratory</i>		
Canada.....	.95	.....
Quebec.....	.94	.86—1.02
Ontario.....	1.05	.82—1.25
<i>Welders</i>		
Canada.....	1.12	.....
Quebec.....	1.06	1.00—1.11
Ontario.....	1.19	1.14—1.26

Table VI— WAGE RATES FOR UNSKILLED
FACTORY LABOUR, MALE, 1948

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
Canada.....	.82	.....
Nova Scotia.....	.75	.....
Halifax.....	.71	.50— .93
New Glasgow.....	.71	.68— .79
Sydney.....	.92	.80— .94
New Brunswick.....	.68	.....
Moncton.....	.89	.61— .95
Saint John.....	.58	.55— .64
Quebec.....	.76	.....
Hull.....	.86	.83— .88
Joliette.....	.63	.59— .66
Montreal.....	.81	.67— .93
Quebec.....	.75	.60— .70
St. Jérôme.....	.69	.63— .82

Table VI—WAGE RATES FOR UNSKILLED FACTORY LABOUR,
MALE—Concluded

Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Quebec—Concluded</i>		
Shawinigan Falls.....	.83	.75—1.00
Sherbrooke.....	.63	.50— .70
Trois Rivières.....	.83	.72—1.00
Victoriaville.....	.61	.50— .71
<i>Ontario</i>.....	.83	.....
Belleville.....	.80	.65— .86
Brantford.....	.91	.75—1.00
Chatham.....	.81	.68— .97
Cornwall.....	.89	.68— .90
Fort William.....	.90	.79—1.00
Galt.....	.85	.71— .99
Guelph.....	.84	.75— .90
Hamilton.....	.91	.82— .98
Kingston.....	.80	.70— .87
Kitchener.....	.81	.57— .95
London.....	.91	.72—1.14
Niagara Falls.....	.90	.75—1.01
Orillia.....	.71	.67— .75
Oshawa.....	.90	.93—1.00
Ottawa.....	.69	.55— .88
Peterborough.....	.91	.82— .98
Port Arthur.....	.86	.78—1.00
St. Catharines.....	.92	.80—1.03
St. Thomas.....	.86	.77— .90
Sarnia.....	.94	.91—1.01
Sault Ste. Marie.....	.93	.93— .94
Sudbury.....	.75	.65— .83
Thorold.....	1.01	1.00—1.05
Toronto.....	.84	.65—1.00
Welland.....	.95	.86—1.01
Windsor.....	1.00	.85—1.08
Woodstock.....	.79	.70— .91
<i>Manitoba</i>.....	.82	.....
Winnipeg.....	.83	.70— .99
<i>Saskatchewan</i>.....	.81	.....
Regina.....	.81	.70—1.01
Saskatoon.....	.84	.70— .96
<i>Alberta</i>.....	.85	.....
Calgary.....	.88	.80— .97
Edmonton.....	.88	.80— .93
<i>British Columbia</i>	1.02	.....
New Westminster.....	1.04	.99—1.08
Vancouver.....	1.06	.95—1.13
Victoria.....	.99	.90—1.08

Table VII—WAGE RATES IN THE CONSTRUCTION INDUSTRY, 1948

Locality	AVERAGE WAGE RATE PER HOUR							
	BRICKLAYERS AND MASONS	CARPENTERS	ELECTRICIANS	PAINTERS	PLASTERERS	PLUMBERS	SHEET METAL WORKERS	LABOURERS
	\$	\$	\$	\$	\$	\$	\$	\$
PRINCE EDWARD ISLAND— Charlottetown.....	1.25	.85	.85	.80	1.15	.85	.75	.55
NOVA SCOTIA— Halifax.....	1.44	1.23	1.33	1.10	1.32	1.30	1.10	.75
Sydney.....	1.50	1.30	1.00	1.00	1.40	1.15	1.00	.75
NEW BRUNSWICK— Saint John.....	1.45	1.00	1.10	.96	1.35	1.20	.90	.65
Moncton.....	1.20	1.10	.95	.90	1.20	1.15	.85	.65
QUEBEC— Montreal.....	1.50-1.75	1.25	1.35	1.15	1.50	1.45	1.25	.80
Quebec.....	1.50	1.00	1.00	.95	1.20	1.00	1.00	.75
ONTARIO— Belleville.....	1.50	1.25	1.00	.90	1.35	1.25	1.25	.75-.80
Brantford.....	1.50	1.30	1.00	1.00	1.30	1.25	.85	.85
Fort William.....	1.50	1.37	1.35	.90	1.45	1.40	1.40	.85
Guelph.....	1.50	1.15	.95	.90	1.15	1.25	.90	.75-.85
Hamilton.....	1.60	1.40	1.40	1.20	1.50	1.60	1.25	.80
Kingston.....	1.50	1.33	1.15	1.15	1.50	1.30	1.30	.75
Kitchener.....	1.40	1.15	1.20	1.00	1.50	1.30	1.20	.85
London.....	1.60	1.45	1.45	.90	1.70	1.46	1.15	.85
Ottawa.....	1.55	1.30	1.20	1.10	1.60	1.45	1.40	.75
Peterborough.....	1.50	1.10	1.00	.80	1.50	1.25	1.25	.75
Port Arthur.....	1.50	1.37	1.35	.90	1.45	1.40	1.40	.85
St. Catharines.....	1.50	1.40	1.20	.90	1.40	1.40	1.40	.80
Toronto.....	1.75	1.50	1.65	1.25	1.80	1.60	1.65	.85
Windsor.....	1.65	1.50	1.65	1.20	1.55	1.65	1.50	1.00
MANTOBA— Brandon.....	1.30	1.10	1.20	1.05	1.30	1.25	.95	.65
Winnipeg.....	1.55	1.35	1.35	1.15	1.50	1.50	.95	.75
SASKATCHEWAN— Regina.....	1.65	1.35	1.40	1.10	1.60	1.45	1.20	.80
Saskatoon.....	1.50	1.32	1.30	1.00	1.50	1.45	1.10	.75
ALBERTA— Calgary.....	1.75	1.40	1.35	1.25	1.35	1.45	1.40	.80
Edmonton.....	1.75	1.40	1.26½	1.25	1.60	1.50	1.45	.90
BRITISH COLUMBIA— Vancouver.....	1.75	1.55	1.70	1.35	1.75	1.65	1.65	1.00
Victoria.....	1.60	1.40	1.35	1.10	1.47½	1.50	1.43	1.00

Table VIII—WAGE RATES AND HOURS OF LABOUR IN TRANSPORTATION AND STORAGE, 1948

(1) WATER TRANSPORTATION (INLAND AND COASTAL)

NOTE.—Rates include board and lodging and vary to a great extent according to size or type of vessel.

STANDARD HOURS.—Hours on duty at sea eight per day (3 watches of 8 hours). Regular hours on both Atlantic and Pacific Coasts and on the Great Lakes and St. Lawrence varied; usually only necessary operational work was done on Sundays and holidays, as well as on Saturday afternoon in some cases. One day off in seven, or five days per month, was the usual rule.

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
Freight and Passenger		
<i>First Officers or Mates</i>		
Canada.....	265.67	.....
Atlantic Coast and Lower St. Lawrence.....	256.45	215.00—295.00
Great Lakes and Upper St. Lawrence.....	271.52	263.00—290.00
Pacific Coast.....	246.10	240.00—251.00
<i>Second Officers or Mates</i>		
Canada.....	225.53	.....
Atlantic Coast and Lower St. Lawrence.....	222.66	180.00—255.00
Great Lakes and Upper St. Lawrence.....	227.40	219.00—240.00
Pacific Coast.....	219.24	213.00—224.00
<i>Second Engineers</i>		
Canada.....	259.05	.....
Atlantic Coast and Lower St. Lawrence.....	254.35	215.00—290.00
Great Lakes and Upper St. Lawrence.....	263.92	250.00—285.00
Pacific Coast.....	238.19	229.00—246.00
<i>Third Engineers</i>		
Canada.....	218.16	.....
Atlantic Coast and Lower St. Lawrence.....	217.52	180.00—255.00
Great Lakes and Upper St. Lawrence.....	218.99	202.00—235.00
Pacific Coast.....	214.88	207.00—224.00
<i>Boatswains</i>		
Canada.....	166.31	.....
Atlantic Coast and Lower St. Lawrence.....	159.70	121.00—180.00
Great Lakes and Upper St. Lawrence.....	192.74	163.23—210.00
<i>Seamen and Deckhands</i>		
Canada.....	141.65	.....
Atlantic Coast and Lower St. Lawrence.....	153.57	110.00—170.00
Great Lakes and Upper St. Lawrence.....	135.94	132.00—145.00
Pacific Coast.....	134.49	134.00—139.00
<i>Firemen</i>		
Canada.....	157.44	.....
Atlantic Coast and Lower St. Lawrence.....	162.07	116.00—170.00
Great Lakes and Upper St. Lawrence.....	159.28	154.00—170.00
Pacific Coast.....	139.00	.....
<i>Oilers</i>		
Canada.....	161.13	.....
Atlantic Coast and Lower St. Lawrence.....	155.66	121.00—180.00
Great Lakes and Upper St. Lawrence.....	164.49	160.00—175.00
Pacific Coast.....	149.00	.....
<i>Quartermasters and Wheelmen</i>		
Canada.....	159.69	.....
Atlantic Coast and Lower St. Lawrence.....	133.18	116.00—180.00
Great Lakes and Upper St. Lawrence.....	165.44	160.00—175.00
Pacific Coast.....	144.00	.....

Table VIII—(1) WATER TRANSPORTATION (INLAND AND COASTAL)—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
Freight and Passenger—Concluded	\$	\$
<i>Watchmen</i>		
Canada.....	145.52	.....
Great Lakes and Upper St. Lawrence.....	146.41	142.00—155.00
Pacific Coast.....	139.00	.....
<i>Chief Cooks</i>		
Canada.....	201.60	.....
Atlantic Coast and Lower St. Lawrence.....	202.08	185.00—230.00
Great Lakes and Upper St. Lawrence.....	208.87	198.00—225.00
Pacific Coast.....	171.89	154.00—179.00
<i>Cooks</i>		
Canada.....	150.00	.....
Atlantic Coast and Lower St. Lawrence.....	161.29	121.00—170.00
Great Lakes and Upper St. Lawrence.....	151.26	145.00—167.80
Pacific Coast.....	138.83	134.00—149.00
<i>Chief Stewards</i>		
Canada.....	215.89	.....
Atlantic Coast and Lower St. Lawrence.....	203.33	185.00—265.00
Pacific Coast.....	218.87	185.00—246.00
Oil Tankers		
Great Lakes and Upper St. Lawrence—		
First Officers or Mates.....	285.85	270.00—307.40
Second Officers or Mates.....	249.67	230.00—266.04
Second Engineers.....	290.77	262.00—308.04
Third Engineers.....	252.53	212.00—266.04
Seamen and Deckhands.....	146.40	140.00—151.75
Firemen.....	172.82	170.00—183.25
Oilers.....	180.59	175.00—188.50
Wheelmen.....	182.36	175.00—189.21
Watchmen.....	154.73	152.00—162.00
Chief Cooks.....	225.26	215.00—233.23
Second Cooks.....	167.17	134.00—183.00

Table VIII—(2) STEVEDORING

NOTE.—No standard hours; work periods depend on arrival and departure of vessels and time required to load and unload.

Occupation and Locality	Rate per Hour ¹
Ocean Navigation	
Longshoremen (General Cargo)—	
Halifax.....	1.25 ²
Saint John.....	1.20 ³
Quebec.....	1.05 ⁴
Montreal.....	1.30 ⁵
Vancouver, New Westminster, Victoria and Port Alberni.....	1.55
Prince Rupert.....	1.40
Inland and Coastal Navigation	
Longshoremen and Freight Handlers—	
Sorel.....	.90 ⁶
Trois Rivières.....	.90—1.00
Other Eastern Ports ⁷.....	.94½
Vancouver.....	1.47

¹ Premium rates are paid for handling of certain commodities and for evening and night work.

² \$1.38 after December 1, 1948.

³ \$1.33 after December 1, 1948.

⁴ \$1.30 after April 20, 1949.

⁵ \$1.40 after April 7, 1949.

⁶ \$0.95 after April 1, 1949.

⁷ Predominant rate in following ports: Quebec, Montreal, Toronto, Hamilton, Windsor, Point Edward, Port McNicholl, Fort William and Port Arthur.

Table VIII—(3) STEAM RAILWAYS

NOTE.—Differentials from the basic rates shown in this table exist on certain railway lines or divisions. The rates shown became effective March 1, 1948.

STANDARD HOURS.—Nearly all classes are on the basic 8-hour day (with time and one-half for overtime) and 48-hour week except Locomotive Shops with 44 hours.

Occupation	Per Mile or Per Hour	Per Day	Per Month
	<i>Per Mile¹</i>	\$	\$
<i>Conductors</i>	Cents		
Passenger.....	6.92		
Freight, Through.....	9.50		
<i>Brakemen</i>			
Passenger.....	5.38		
Freight, Through.....	8.16		
<i>Baggagemen, Train</i>	5.49		
<i>Yardmen</i>			
Foremen.....		10.51 ²	
Helpers.....		9.66	
Switch Tenders.....		8.20	

¹ To obtain minimum rate per day multiply rate per mile by 150 miles for passenger conductors, brakemen, and baggagemen, and by 100 miles for other running trades.

² Effective May 1, 1948.

Table VIII (3) STEAM RAILWAYS—Concluded

Occupation	Per Mile or Per Hour	Per Day	Per Month
<i>Locomotive Engineers²</i>	<i>Per Mile¹ Cents</i>	<i>\$</i>	<i>\$</i>
Passenger.....	9.19— 9.91	.....	.....
Freight, Through.....	10.17—11.21	.....	.....
Yard.....	.....	10.17—11.21	.....
<i>Locomotive Firemen²</i>	.....	.....	.....
Passenger.....	7.69— 8.57	.....	.....
Freight, Through.....	8.22— 9.73	.....	.....
Yard.....	.....	8.64— 9.04	.....
Hostlers.....	.....	8.91— 9.51	.....
Hostler's Helpers.....	.....	8.31	.....
<i>Telegraph Service</i>	.....	.....	.....
Train Despatchers.....	.....	.....	313.36—355.36
Telegraph Operators.....	.....	.....	203.00—221.50
Agents.....	.....	.....	213.00—233.50
Assistant Agents.....	.....	.....	156.00—162.50
Linemen.....	.....	.....	227.50—250.00
<i>Maintenance of Way</i>	.....	.....	.....
Extra Gang Foremen.....	.....	8.66— 9.16	.....
Section Foremen, Classified Yards.....	.....	8.26— 8.56	.....
Section Foremen, Other.....	.....	8.11	.....
<i>Signalmen</i>	<i>Per Hour \$</i>	.....	.....
Non-Interlocked Crossings.....	.83	.....	.....
Half-Interlocked Crossings.....	.85	.....	.....
Sectionmen, Classified Yards.....	.84— .91	.....	.....
Sectionmen, Other.....	.81— .86	.....	.....
<i>Bridge and Building</i>	.....	.....	.....
Foremen.....	.....	9.16	.....
Foremen, Painter.....	.....	8.91	.....
Masons, Bricklayers and Plasterers.....	1.08	.....	.....
Carpenters.....	1.04— 1.08	.....	.....
Plumbers, Pipefitters, Tinsmiths, Blacksmiths, Electricians.....	1.03— 1.20	.....	.....
Painters.....	1.01— 1.04	.....	.....
Bridgemen or Rough Carpenters.....	.91— 1.04	.....	.....
Mechanic's Helpers.....	.91	.....	.....
Pumpmen (One pump).....	.....	.....	184.57
Engineers, Pile Driver, Hoist.....	.....	8.56	.....
<i>Locomotive and Car Shops⁵</i>	.....	.....	.....
Mechanics ⁶	1.22	.....	.....
Other Carmen ⁷	1.15	.....	.....
Helpers.....	.99	.....	.....
Electrical Workers, Electricians.....	1.22	.....	.....
Electrical Workers, Linemen.....	1.18	.....	.....
Electrical Workers, Groundmen.....	1.12	.....	.....
Electrical Workers, Operators.....	1.05	.....	.....
Coach Cleaners.....	.87	.....	.....
Shop Labourers.....	.82— .89	.....	.....

¹ See footnote ¹ on page 81.² Rates per mile vary with the size of locomotive. The upper limits of the ranges shown represent rates paid on locomotives of 500,000 pounds and over, although no locomotive in excess of 350,000 pounds are in use.³ Daily earnings must not be less than \$10.23.⁴ Daily earnings must not be less than \$8.66.⁵ These employees are allowed approximately one cent per hour extra for checking in and out.⁶ Machinists, boilermakers, blacksmiths, plumbers, etc., sheet metal workers, cabinet makers, carpenters—coach, locomotive and bench, welders, etc.⁷ Freight car carpenters, freight car painters, car inspectors, car repairers, etc.

Table VIII—(4) ELECTRIC STREET RAILWAYS¹

Locality	Standard Hours per Week	MAXIMUM WAGE RATE PER HOUR ²		AVERAGE WAGE RATE PER HOUR			
		Conductors and Motormen		Linemen ³	Shop and Barmen ⁴	Electricians	Trackmen and Labourers
		One Man Car ⁵	Two Man Car				
NOVA SCOTIA—		\$	\$	\$	\$	\$	\$
Halifax.....	44	1.01	.....	1.13	.82—1.15	1.10	.78— .91
QUEBEC—							
Montreal.....	50	1.00	.93	.96	.70—1.09	1.09	.70— .86
ONTARIO—							
Cornwall.....	48 — 51	.91	.....	1.00	.88— .98	.98	.65— .82
Port William.....	44	.97	.....	1.37	.88—1.16	1.07	.88
Hamilton.....	48	.93	.....	1.02	.78— .96	.95	.81
Kitchener.....	48 — 52	1.16	.....	1.24	1.03—1.31	1.37	.95
Ottawa.....	48	.90	.....	.88	.75— .95	.89	.74— .80
Port Arthur.....	48	1.03	.....	1.25	.90—1.09	1.00	.91
St. Catharines.....	48	1.07	.....	1.09	.85—1.17	1.17	.81— .87
Toronto.....	40 — 42½	1.10	1.05	1.28	.99—1.33	1.31	.99—1.10
MANITOBA—							
Winnipeg.....	44 — 48	1.00	.95	1.23	.85—1.10	1.10	.75— .80
SASKATCHEWAN—							
Regina.....	44	1.03	.....	1.15	.82—1.03	1.01	.65— .82
Saskatoon.....	44	1.05	.....	1.11	.74—1.11	1.06	.79— .85
ALBERTA—							
Calgary.....	40 — 44	1.07	.....	1.30	.94—1.36	1.30	.94— .97
Edmonton.....	40	1.16	.....	1.26	.91—1.27	1.23	.90— .95
BRITISH COLUMBIA—							
Vancouver.....	44	1.10	1.04	1.50	.93—1.25	1.20	.94— .99

¹ Wage rates shown are straight time hourly rates only and do not include the value of various allowances to employees such as free transportation, uniforms, reporting times, group insurance, sick benefits, etc. These vary from city to city.

² Maximum rates based on length of service.

³ In some localities line maintenance work is performed by employees of light, heat and power distribution utilities, rates for which are included here.

⁴ Including shedmen, pitmen, cleaners, blacksmiths, carpenters, painters, etc.

⁵ Rate applies also to street railway company bus operators.

Table VIII—(5) MOTOR TRANSPORT (LOCAL)

Occupation and Locality	Average Standard Hours per Week	Average Wage Rate per Hour	Range of Rates per Hour
<i>Truck Drivers</i>		\$	\$
Quebec—			
Montreal.....	54.0	.74	.70 — .80
Ontario—			
Hamilton.....	49.5	.88	.82 — .90
Ottawa.....	51.3	.65	.63 — .72
Toronto.....	47.4	.90	.78 — 1.00
Windsor.....	46.2	.90	.87 — .92
Manitoba—			
Winnipeg.....	48.8	.76	.65 — .83
Saskatchewan—			
Regina.....	44.1	.80	.79 — .87
Saskatoon.....	44.0	.80	.73 — .86
Alberta—			
Calgary.....	45.9	.77	.75 — .82
Edmonton.....	46.3	.81	.77 — .82
British Columbia—			
Vancouver.....	46.3	1.13	1.07 — 1.17
Victoria.....	46.8	1.04	.90 — 1.17

Table VIII—(6) GRAIN ELEVATORS

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
<i>STANDARD HOURS PER WEEK</i>	\$	\$
<i>Canada</i>	<i>Average</i> 47.3	<i>Range</i>
New Brunswick and Quebec.....	42.0	40—60
Ontario.....	47.7	40—50
Saskatchewan and Alberta.....	51.3	48—60
British Columbia.....	44.0	.....
<i>Electricians</i>		
Canada.....	247.74	.....
New Brunswick and Quebec.....	278.71	216.65—296.87
Ontario.....	246.49	199.66—270.80
Saskatchewan and Alberta.....	231.00	210.00—240.00
British Columbia.....	229.96	215.00—250.00
<i>Millwrights</i>		
Canada.....	244.28	.....
New Brunswick and Quebec.....	241.16	216.65—258.99
Ontario.....	252.23	230.00—270.00
Saskatchewan and Alberta.....	219.00	210.00—225.00
British Columbia.....	241.25	225.00—260.00
<i>Weighmen</i>		
Canada.....	226.40	.....
New Brunswick and Quebec.....	211.79	194.99—263.99
Ontario.....	232.31	203.82—270.80
Saskatchewan and Alberta.....	208.00	190.00—215.00
British Columbia.....	222.26	209.72—245.00

Table VIII—(6) GRAIN ELEVATORS—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Labourers</i>		
Canada.....	.91	.....
New Brunswick and Quebec.....	.70	.65— .88
Ontario.....	.94	.89— 1.00
Saskatchewan and Alberta.....	.72	.67— .75
British Columbia.....	.97	.95— 1.05
<i>Oilers</i>		
Canada.....	.92	.....
Quebec.....	.70	.....
Ontario.....	.93	.73— 1.00

Table IX—WAGE RATES AND HOURS OF LABOUR IN TELEPHONE COMMUNICATION, 1948

Locality and Occupation			Range of Rates per Week ¹
STANDARD HOURS PER WEEK			\$
	Average	Range	
Canada.....	41.4	.....
Maritime Provinces.....	44.0	.....
Quebec.....	41.7	40—54	
Ontario.....	40.5	40—46½	
Manitoba.....	44.0	.....
Saskatchewan.....	40.0	.....
Alberta.....	40.0	.....
British Columbia.....	40.0	.....
Canada—			
Cablemen and Splicers.....			43.90—60.95
Central Office Repairmen.....			41.03—59.40
Linemen.....			32.32—56.31
Operators, Female.....			17.64—26.82
P.B.X. Installers.....			46.48—59.30
P.B.X. Repairmen.....			48.29—59.37
Station Installers.....			39.52—59.59
Station Repairmen.....			39.48—57.77
Supervisors, Female.....			26.68—37.36

¹ Ranges of provincial averages shown to avoid disclosing confidential information.

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1948
(1) Wholesale

Locality	Average Standard Hours per Week		AVERAGE WAGE RATE PER WEEK			
	Male	Female	Book-keepers, Female	General Office Clerks, Male	General Office Clerks, Female	Office Appliance Operators, Female
Nova Scotia—			\$	\$	\$	\$
Halifax.....	42.5	40.2	30.47	39.09	28.57	27.69
New Brunswick—						
Moncton.....	45.6	43.3	25.73	38.08	26.91	31.50
Saint John.....	42.9			35.04	25.45	26.96
Quebec—						
Montreal.....	47.1	43.1	34.29	38.30	28.56	31.33
Quebec.....	45.7	45.5		33.61	27.76	
Ontario—						
Hamilton.....	43.7	45.5	30.98	37.57	27.80	26.76
London.....	43.6	38.4	29.70	38.26	25.41	28.02
Ottawa.....	45.3	43.7		37.63	27.95	30.23
Toronto.....	41.9	41.1	32.62	39.18	29.20	31.21
Windsor.....	42.4	43.0	31.02	35.59	27.00	
Manitoba—						
Winnipeg.....	42.2	43.2	34.42	37.66	24.25	28.54
Saskatchewan—						
Regina.....	42.3	43.5	30.53	42.78	26.81	32.49
Saskatoon.....	43.4	43.8	29.08	34.21	25.21	26.61
Alberta—						
Calgary.....	44.4	42.5	28.79	38.68	26.09	25.80
Edmonton.....	43.3	41.4	30.81	35.87	27.43	28.06
British Columbia—						
Vancouver.....	41.8	42.9	32.39	40.69	27.12	29.34
Victoria.....	42.8	40.8		39.24	28.09	25.13

Locality	AVERAGE WAGE RATE PER WEEK					
	Shippers and Receivers, Male	Steno-graphers, Female	Telephone Switch-board Operators, Female	Typists, Female	Truck Drivers, Male	Ware-housemen
Nova Scotia—	\$	\$	\$	\$	\$	\$
Halifax.....	33.76	28.20	25.88	25.90	33.01	30.46
New Brunswick—						
Moncton.....	32.96	28.62		22.73		29.85
Saint John.....	31.60	25.42	23.95	21.84	34.49	33.05
Quebec—						
Montreal.....	34.27	32.27	29.16	26.53	36.62	32.58
Quebec.....	33.54	27.86	25.71	21.82	34.91	31.09
Ontario—						
Hamilton.....	37.72	28.96	29.81	24.05	37.32	34.96
London.....	33.57	26.14	25.44	26.73	35.23	32.67
Ottawa.....	31.24	29.54	23.96	26.15	34.07	30.26
Toronto.....	37.30	31.81	30.20	27.22	39.12	34.09
Windsor.....	39.25	28.29	32.01	27.46	38.21	36.18
Manitoba—						
Winnipeg.....	34.55	28.34	25.81	24.99	34.78	31.53
Saskatchewan—						
Regina.....	34.29	30.49	27.01	25.91	37.02	35.80
Saskatoon.....	37.57	27.50		24.24	36.16	31.02
Alberta—						
Calgary.....	36.06	28.12	24.10	25.46	35.15	34.07
Edmonton.....	35.88	27.57	24.75	25.99	37.19	31.51
British Columbia—						
Vancouver.....	38.07	31.07	30.19	27.90	45.32	33.03
Victoria.....	38.37	31.64		27.04	46.86	32.73

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1948—Continued

(2) Retail

Locality	Average Standard Hours per Week		AVERAGE WAGE RATE PER WEEK					
	Male	Female	Sales Clerks—Male		Sales Clerks—Female		Bookkeepers, Male	
			On Time Work	On Commission	On Time Work	On Commission		
			\$	\$	\$	\$	\$	
Nova Scotia—								
Halifax.....	43.7	42.1	31.81	40.60	18.62			
New Brunswick—								
Moncton.....	43.4	43.6	33.80		20.51			
Saint John.....	45.6	43.6	32.38		19.09			
Quebec—								
Montreal.....	46.8	44.4	34.19	44.79	21.85	30.12	42.01	
Quebec.....	45.7	44.8	31.60		17.21			
Sherbrooke.....	50.2	46.7	35.25		19.29			
Ontario—								
Hamilton.....	44.0	43.0	39.86	49.75	22.83	28.17	42.17	
London.....	45.0	44.0	37.91	43.03	22.49		37.89	
Ottawa.....	43.5	42.5	35.49		21.09	23.53		
Toronto.....	43.6	42.3	38.94	48.38	25.38	28.53	42.17	
Windsor.....	45.5	42.9	31.84	51.88	22.07	22.97	43.58	
Manitoba—								
Winnipeg.....	41.8	39.7	37.69		21.95		44.11	
Saskatchewan—								
Moose Jaw.....	44.0	43.8	35.81		22.19			
Regina.....	39.0	39.6	32.39	45.47	22.63	24.25		
Saskatoon.....	41.1	40.2	32.41		23.59			
Alberta—								
Calgary.....	42.4	40.2	37.60	42.06	23.05		40.06	
Edmonton.....	41.0	40.3	34.48		23.08		38.60	
Lethbridge.....	43.1	42.3	35.25		21.10			
British Columbia—								
New Westminster.....	43.1	42.6	39.51		22.26			
Vancouver.....	39.8	38.6	38.95	54.25	24.64	38.14	46.54	
Victoria.....	40.3	40.7	33.45		22.62			

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1948—Continued
(2) Retail—Continued

Locality	AVERAGE WAGE RATE PER WEEK							
	Book-keepers, Female	Cashiers, Female	Elevator Operators, Male	Elevator Operators, Female	General Office Clerks, Male	General Office Clerks, Female	Janitors, Male	Office Appliance Operators, Female
Nova Scotia—								
Halifax.....	29.48	23.77	.....	18.29	31.79	21.92	27.76	22.75
New Brunswick—								
Moncton.....	26.77	23.19	.....	.....	27.81	21.42	34.38	23.35
Saint John.....	24.11	22.77	.....	14.42	33.98	17.61	.....	18.17
Quebec—								
Montreal.....	33.91	23.50	28.31	21.58	33.55	23.73	30.63	27.80
Quebec.....	.....	21.98	.....	.....	36.28	21.26	.....	.....
Ontario—								
Hamilton.....	30.56	25.28	29.54	23.27	35.50	25.58	34.11	.....
London.....	25.61	25.40	.....	18.89	37.55	25.26	29.64	30.24
Ottawa.....	28.54	21.51	25.94	18.27	31.30	22.50	28.89	26.45
Toronto.....	30.31	25.32	35.73	24.65	36.63	24.78	34.75	29.00
Windsor.....	31.88	27.12	.....	.....	.....	24.82	31.03	.....
Manitoba—								
Winnipeg.....	29.46	23.95	37.46	22.79	36.54	25.68	34.63	28.17
Saskatchewan—								
Moose Jaw.....	25.50	24.25	.....	.....	.....	.....	.....	.....
Regina.....	31.93	24.70	.....	.....	29.32	22.68	31.00	24.98
Saskatoon.....	28.03	26.00	.....	.....	.....	25.33	32.55	29.34
Alberta—								
Calgary.....	28.39	23.30	.....	21.15	38.08	26.24	35.58	27.15
Edmonton.....	29.14	24.69	29.85	21.33	33.88	25.90	34.02	24.92
Lethbridge.....	26.08	23.40	.....	.....	.....	.....	.....	.....
British Columbia—								
New Westminster.....	30.20	25.91	.....	.....	35.08	25.67	.....	32.60
Vancouver.....	31.32	26.74	32.00	23.26	37.96	25.78	35.96	27.81
Victoria.....	26.16	21.49	.....	21.57	30.65	23.58	30.34	23.92

Table X—WAGE RATES AND HOURS OF LABOUR IN TRADE, 1948—Concluded

(2) Retail—Concluded

Locality	AVERAGE WAGE RATE PER WEEK							
	Secretaries, Female	Shippers and Receivers, Male	Steno- graphers, Female	Stock- keepers, Male	Telephone Operators, Female	Truck Drivers	Typists, Female	Ware- housemen
	\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia— Halifax.....	.....	33.62	25.04	26.32	18.91	30.11	.....	25.00
New Brunswick— Moncton.....	.....	32.49	24.80	.....	21.60	33.10	21.99	31.15
Saint John.....	.....	30.99	20.39	.....	.....	28.32	.....	.....
Quebec— Montreal.....	38.46	34.63	31.30	29.72	24.99	34.14	25.00	33.00
Quebec.....	.....	32.05	.....	.....	.....	32.35	.....	30.10
Ontario— Hamilton.....	.....	35.65	28.41	29.90	25.01	37.37	.....	34.63
London.....	.....	33.57	27.07	26.43	23.46	33.69	.....	37.23
Ottawa.....	.....	31.64	27.43	22.80	22.57	30.92	.....	32.21
Toronto.....	40.06	36.77	30.23	34.19	25.00	41.80	25.12	36.89
Windsor.....	.....	.....	28.82	.....	.....	39.05	.....	.....
Manitoba— Winnipeg.....	35.99	39.73	29.26	35.71	22.86	39.60	23.67	33.02
Saskatchewan— Moose Jaw.....	.....	.....	23.44	31.75	.....	.....	.....	.....
Regina.....	.....	34.90	25.02	33.59	.....	32.39	23.01	29.24
Saskatoon.....	.....	33.33	27.02	32.93	.....	36.31	.....	.....
Alberta— Calgary.....	.....	36.70	28.30	32.16	24.31	37.05	23.00	31.82
Edmonton.....	.....	36.12	28.45	34.99	24.81	37.78	23.30	34.72
Lethbridge.....	.....	38.74	25.28	.....	.....	33.46	.....	.....
British Columbia— New Westminster.....	.....	42.54	25.68	31.53	.....	48.25	.....	36.92
Vancouver.....	39.57	38.90	28.58	33.03	26.71	45.94	25.10	34.33
Victoria.....	.....	33.25	23.99	.....	33.68	38.42	20.04	31.37

Table XI—WAGE RATES AND HOURS OF LABOUR IN SERVICE, 1948
(1) Civic Employees

Locality	Police Constables		Firefighters		Labourers	
	Maximum Basic Salary per Year	Standard Hours per Week	Maximum Basic Salary per Year	Standard Hours per Week ¹	Wage Rate per Hour	Standard Hours per Week
Prince Edward Island— Charlottetown.....	\$ 1740	48	\$ .....	.....	.55 — .75	44 — 48
Nova Scotia— Glace Bay.....	2329	48	.....	.....	.81½	48
Halifax.....	2160	48	2088 and 2160 ²	72	.74½ — .88½	44
Sydney.....	2040	48	1980	72	.75	48
New Brunswick— Fredericton.....	1800	48	1800 ³	60	.66	48
Moncton.....	2423	48	2329	48	.85	44
Saint John.....	2107	48	2107	82	.70	48
Quebec— Cap de la Madeleine ⁴	2080	72	2080	72	.60	48
Hull.....	1875	48	1808	72	.70	48
Joliette ⁴	1950	60	1950	60	.63 and .72	38
Magog.....	2184	60	.....	.....	.70 and .74	48
Montreal.....	2500	48	2600	72	.72	44
Quebec.....	2215	72	2215	72	.65 and .66	48
St. Hyacinthe ⁴	2060	72	2060	72	.55 and .65	48
St. Johns.....	2080	60	.....	.....	.60 and .70	54
Shawinigan Falls ⁴	2211	56	2211	56	.68 and .73	48
Sherbrooke.....	2080	.....	.....	.....	.68 and .73	48
Sorel ⁴	2080	.....	2080	.....	.65 and .68	48
Trois Rivières ⁴	1898	60	1898	60	.60 and .70	.....
Verdun.....	2500	48	2500	60	.55 and .64½	48
Westmount.....	2500	48	2600	72	.65 and .68	44
.....	.....	.....	.....	.....	.67	50
Ontario— Belleville.....	2300	48	2190	72	.75 — .80	48
Brantford.....	2475	48	2474	56	.78 and .88	44

Brookville.....	2000	48	.....	2000	72	.70	50
Chatham.....	2263	48	.....	2257	56	.79	44
Cornwall.....	2200	48	.....	2180	72	.73	44
Fort William.....	2400	.....	.....	2160	48	.73 — .76	44
Galt.....	2300	48	.....	2040	56	.75	44
Guelph.....	2200	48	.....	2100	56	.75 — .80	44
Hamilton.....	2761	48	.....	2711	72	.88 — .94	44
Kirkland Lake.....	2441	48	.....	2441	48	.94	48
Kitchener.....	2381	48	.....	2486	56	.85	44
London.....	2312	48	.....	2235	56	.69	45
Niagara Falls.....	2297	48	.....	2449	60	.80 — .83	48
North Bay.....	2350	48	.....	2040	60	.75 — .79	44
Oshawa.....	2530	54	.....	2100	56	.75	44
Ottawa.....	2530	48	.....	2671	48	.71 — .85	47
Owen Sound.....	2200	48	.....	1908	72	.75 and .85	44
Peterborough.....	2331	48	.....	2300	72	.83 — .95	44
Port Arthur.....	2460	48	.....	2340	48	.80	48
St. Catharines.....	2474	48	.....	2209	72	.72 — .82	48
St. Thomas.....	2340	48	.....	2298	56	.70 — .83	48
Sarnia.....	2171	48	.....	2285	72	.90	48
Sault Ste. Marie.....	2640	48	.....	2644	48	.75 — .85	44
Stratford.....	2250	48	.....	2250	56	.80	48
Sudbury.....	2655	48	.....	2432	56	.80 — 1.00	44
Timmins.....	2280	.....	.....	2280	44	.97½	40
Toronto.....	2827	44	.....	2947	56	.90½ — .98½	44
Windsor.....	2721	48	.....	2350	56	.73	44
Woodstock.....	2000	45	.....	2060	56		48
Manitoba—							
Brandon.....	2095	48	.....	2017	72	.70	44
St. Boniface.....	2232	48	.....	2292	72	.60 — .70	44
Winnipeg.....	2580	48	.....	2580	48	.77½ — .82½	44
Saskatchewan—							
Moose Jaw.....	2314	44	.....	2134	72	.69½	44
Prince Albert ⁵	1980 ⁵	44	.....	2232 ⁵	72	.56 and .61	44
Regina.....	2340 ⁶	42	.....	2280 ⁶	48	.65	44
Saskatoon ⁶	2412	42	.....	2322	48	.75 and .80	44
Alberta—							
Calgary ⁷	2428	44	.....	2368	48	.89	40
Edmonton.....	2227	40	.....	2227	48	.90 and .90½	44
Lethbridge.....	2280	48	.....	2160	48	.80	44
Medicine Hat.....	2256	48	.....	2076	48	.69 — .80	44

Table XI—(1) Civic Employees—Concluded

Locality	Police Constables		Firefighters		Labourers	
	Maximum Basic Salary per Year	Standard Hours per Week	Maximum Basic Salary per Year	Standard Hours per Week ¹	Wage Rate per Hour	Standard Hours per Week
British Columbia—					\$	
Nanaimo.....	.....	.....	2148	48	.90	44
Nelson.....	2280	48	2190	48	.73	44
New Westminster.....	2544	44	2544	48	1.03	44
Prince Rupert.....	.....	.....	2400	48	.....	.....
Vancouver.....	2580	44	2820	48	1.00	44
Victoria.....	2280	44	2304	48	.87	40

¹ Most firefighters work under the two-platoon system, 10-hour day shift and 14-hour night shift, averaging 72 hours per week, with one day off in seven. A number of municipalities have adopted the three-platoon system, three 8-hour shifts and 48-hour week.

² The higher rate for married men.

³ Drivers of apparatus only; others on call.

⁴ Both police and firefighting duties performed by the same men.

⁵ Work on eight listed statutory holidays to be paid for at regular rate.

⁶ Free uniforms.

⁷ Paid also for work on statutory holidays.

Table XI—(2) LAUNDRIES

Occupation and Locality			Average Wage Rate per Hour	Range of Rates per Hour
			\$	\$
STANDARD HOURS PER WEEK				
	<i>Average</i>	<i>Range</i>		
Canada.....	47.4	40—54		
Nova Scotia.....	47.9	45½—48		
New Brunswick.....	46.1	45—49		
Quebec.....	51.9	46½—54		
Ontario.....	45.4	40—48		
Manitoba.....	46.3	44—47		
Saskatchewan.....	44.0	44		
Alberta.....	45.4	44—48		
British Columbia.....	43.8	40—44		
<i>Extractor Operators</i>				
Canada.....			.70	.....
Quebec (Montreal only).....			.60	.50— .65
Ontario.....			.75	.65— .85
Toronto.....			.77	.65— .94
Prairie Provinces.....			.70	.65— .82
British Columbia.....			.83	.80 — .84
<i>Sorters, Female</i>				
Canada.....			.49	.....
Nova Scotia.....			.37	.35— .40
New Brunswick.....			.32	.30— .35
Quebec.....			.52	.40— .62
Montreal.....			.54	.40— .62
Ontario.....			.49	.40— .59
Toronto.....			.54	.45— .60
Manitoba.....			.47	.36— .55
Saskatchewan.....			.48	.44— .49
Alberta.....			.46	.42— .53
<i>Starchers, Female</i>				
Canada.....			.47	.....
Maritime Provinces.....			.35	.29— .37
Quebec (Montreal only).....			.44	.40— .50
Ontario.....			.44	.38— .50
Toronto.....			.46	.44— .50
Prairie Provinces.....			.47	.40— .55
British Columbia.....			.55	.52— .57
<i>Washers</i>				
Canada.....			.74	.....
Nova Scotia.....			.65	.50— .78
New Brunswick.....			.72	.61— .78
Quebec.....			.67	.55— .87
Montreal.....			.70	.60— .80
Ontario.....			.76	.58— .94
Toronto.....			.83	.70— .99
Manitoba.....			.75	.60— .95
Saskatchewan.....			.80	.49— .85
Alberta.....			.80	.70— .90
British Columbia.....			.91	.80— .97

Table XI (2)—LAUNDRIES—Concluded

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour
	\$	\$
<i>Laundry Operators, Female</i>		
Canada.....	.46	.....
Nova Scotia.....	.37	.33— .40
New Brunswick.....	.32	.28— .37
Quebec.....	.44	.32— .62
Montreal.....	.46	.37— .62
Ontario.....	.48	.40— .56
Toronto.....	.52	.44— .60
Manitoba.....	.41	.36— .50
Saskatchewan.....	.48	.44— .51
Alberta.....	.47	.41— .57
British Columbia.....	.55	.47— .60
	per Week	per Week
Canada.....	43.30	.....
Nova Scotia.....	31.85	21.00—40.13
New Brunswick.....	41.20	32.00—45.00
Quebec.....	41.07	30.00—50.00
Montreal.....	41.50	30.00—50.00
Ontario.....	45.25	33.00—56.00
Toronto.....	45.78	40.00—56.00
Manitoba.....	44.01	31.20—52.50
Saskatchewan.....	45.04	33.00—63.96
Alberta.....	46.65	30.00—57.45
British Columbia.....	43.22	34.00—58.00

¹ Rates include commission.

Table XI—(3) HOTELS

STANDARD HOURS PER WEEK

48 for nearly all hotels covered by table except in Saskatchewan and British Columbia where most employees are on a 44-hour week.

NOTE.—Rates shown include value of meals where provided.

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Chambermaids</i>		
Canada.....	105.71	.....
Maritime Provinces.....	81.19	62.83—124.84
Quebec.....	89.98	60.00—130.21
Ontario.....	107.71	75.00—145.56
Manitoba.....	104.14	79.33—132.43
Saskatchewan.....	106.06	80.20—145.21
Alberta.....	119.27	95.33—145.60
British Columbia.....	125.35	90.00—145.60
<i>Chefs</i>		
Canada.....	.....	.....
Maritime Provinces.....	270.47	140.12—376.00
Quebec.....	271.60	200.00—338.40
Ontario.....	265.25	205.00—316.34
Manitoba.....	271.46	189.50—393.57
Saskatchewan.....	255.55	175.65—378.57
Alberta.....	278.19	198.09—360.83
British Columbia.....	327.19	299.00—363.00

Table XI—(3) HOTELS—Continued

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Cooks, Male</i>		
Canada.....	190.54	.....
Maritime Provinces.....	174.42	140.00—207.39
Quebec.....	179.08	145.00—213.88
Ontario.....	195.15	164.65—239.71
Manitoba.....	186.29	139.50—208.57
Saskatchewan.....	186.38	133.00—218.57
Alberta.....	194.07	173.09—238.57
British Columbia.....	200.84	149.00—230.00
<i>Dishwashers, Male</i>		
Canada.....	128.09	.....
Maritime Provinces.....	98.11	73.00—152.32
Quebec.....	121.03	75.00—151.57
Ontario.....	133.76	111.80—157.51
Manitoba.....	117.39	76.25—143.57
Saskatchewan.....	130.62	80.20—140.84
Alberta.....	158.93	157.90—161.37
British Columbia.....	153.50	127.39—168.27
<i>Dishwashers, Female</i>		
Canada.....	111.85	.....
Maritime Provinces.....	107.08	65.00—133.17
Quebec.....	82.88	55.00—94.90
Ontario.....	103.65	70.00—137.59
Manitoba.....	128.77	60.00—135.51
Saskatchewan.....	134.63	80.20—155.03
Alberta.....	104.23	85.00—132.81
British Columbia.....	140.16	117.86—145.60
<i>Telephone Switchboard Operators, Female</i>		
Canada.....	127.68	.....
Maritime Provinces.....	105.14	73.00—145.60
Quebec.....	117.04	85.00—152.52
Ontario.....	131.16	95.33—158.36
Manitoba.....	125.74	91.86—151.52
Saskatchewan.....	123.01	85.00—145.60
Alberta.....	140.32	90.00—157.44
British Columbia.....	139.51	119.16—156.00
<i>Stenographers and Typists, Female</i>		
Canada.....	151.14	.....
Maritime Provinces.....	137.23	76.91—169.58
Quebec.....	152.74	110.00—194.64
Ontario.....	148.92	113.24—175.20
Manitoba.....	157.93	152.44—169.28
Saskatchewan.....	165.62	145.36—191.74
Alberta.....	161.83	123.66—191.57
British Columbia.....	146.18	130.00—181.30
<i>Waiters, Dining Room</i>		
Canada.....	122.52	.....
Maritime Provinces.....	110.11	66.00—142.32
Quebec.....	95.57	58.24—141.57
Ontario.....	136.25	114.00—149.71
Manitoba.....	135.69	88.00—148.57
Saskatchewan.....	138.74	100.00—148.57
Alberta.....	153.83	148.57—159.57
British Columbia.....	143.76	117.86—162.80

Table XI—(3) HOTELS—Concluded

Occupation and Locality	Average Wage Rate per Month	Range of Rates per Month
	\$	\$
<i>Waitresses, Dining Room</i>		
Canada.....	98.20	.....
Maritime Provinces.....	76.57	50.96—127.01
Quebec.....	72.99	44.00—119.55
Ontario.....	96.25	69.50—140.02
Manitoba.....	106.48	82.33—135.51
Saskatchewan.....	111.83	80.20—155.03
Alberta.....	113.73	72.00—144.42
British Columbia.....	130.92	104.86—159.00
<i>Elevator Operators, Male</i>		
Canada.....	123.51	.....
Quebec.....	114.30	71.00—148.57
Ontario.....	132.69	83.19—165.21
Manitoba.....	123.96	83.19—143.57
Saskatchewan.....	123.77	80.60—143.57
Alberta.....	124.85	108.33—157.90
British Columbia.....	114.48	.....
<i>Elevator Operators, Female</i>		
Canada.....	123.18	.....
Ontario.....	126.76	75.00—162.71
Manitoba.....	124.38	99.66—151.66
Saskatchewan.....	121.01	80.20—155.03
Alberta.....	134.94	89.15—157.90
British Columbia.....	138.77	114.40—158.60
<i>Room Clerks, Male</i>		
Canada.....	148.70	.....
Maritime Provinces.....	147.42	86.66—191.57
Quebec.....	140.66	100.00—185.00
Ontario.....	151.37	117.00—185.00
Manitoba.....	158.85	119.16—238.57
Saskatchewan.....	141.96	115.00—208.57
Alberta.....	148.47	141.43—160.32
British Columbia.....	155.25	130.00—190.00

Table XI—(4) RESTAURANTS

NOTE.—Rates shown include value of meals where provided.

Locality	Average Standard Hours per Week		AVERAGE WAGE RATE PER WEEK							
	Male	Female	Cashiers Female	Cooks Male	Cooks Female	Dish- washers Male	Dish- washers Female	Kitchen Helpers Male	Kitchen Helpers Female	Wait- resses
			\$	\$	\$	\$	\$	\$	\$	\$
Nova Scotia—										
Halifax.....	48.0	48.0	23.02	37.46	27.10	.....	17.75	.....	19.62	19.03
New Brunswick—										
Saint John.....	46.0	46.0	20.92	39.37	29.55	.....	.....	.....	15.49	14.98
Quebec—										
Montreal.....	47.5	46.7	24.66	38.01	33.93	23.99	23.48	26.13	23.96	17.06
Quebec.....	58.0	59.6	.....	34.14	.....	.....	.....	19.74	.....	16.05
Ontario—										
Hamilton.....	48.0	46.9	27.79	41.99	28.50	26.33	22.41	25.00	21.95	23.05
London.....	48.0	48.0	27.07	39.24	.....	24.44	.....	22.18	.....	21.32
Ottawa.....	46.5	46.8	23.00	34.84	.....	21.74	18.00	24.01	21.96	18.09
St. Catharines.....	48.0	48.0	.....	38.31	.....	25.78	.....	.....	.....	20.19
Toronto.....	46.2	43.8	25.44	36.27	30.75	26.68	21.12	25.27	23.39	21.09
Windsor.....	48.0	48.0	.....	46.04	29.15	26.03	20.50	25.67	21.18	22.34
Manitoba—										
Brandon.....	45.9	45.3	.....	40.70	28.26	.....	21.77	.....	.....	22.60
Winnipeg.....	43.5	41.9	21.70	33.22	25.48	20.66	20.23	.....	20.51	19.96
Saskatchewan—										
Moose Jaw.....	44.0	44.0	.....	28.03	28.08	18.79	18.78	21.77	21.03	20.58
Regina.....	44.0	44.0	.....	33.65	28.78	.....	20.62	20.03	21.32	21.33
Saskatoon.....	44.0	44.0	21.19	36.45	.....	19.44	.....	21.13	20.74	19.26
Alberta—										
Calgary.....	48.0	48.0	25.46	41.64	27.98	28.33	23.56	25.75	21.66	23.96
Edmonton.....	48.0	48.0	24.44	40.20	26.00	.....	21.65	.....	19.38	21.82
British Columbia—										
New Westminster.....	44.0	44.0	.....	43.60	.....	.....	20.47	.....	21.20	23.98
Vancouver.....	43.6	43.2	25.71	45.40	29.47	28.02	22.91	30.34	25.70	23.86
Victoria.....	44.0	44.0	23.47	43.75	.....	26.43	.....	30.61	.....	21.39

Table XI—(5) GARAGES

Occupation and Locality	Average Wage Rate per Hour	Range of Rates per Hour	Standard Hours per Week
<i>Automobile Mechanics</i>	\$	\$	
Canada.....	1.01		
Nova Scotia.....	.88		
Halifax.....	.84	.70— .95	45 — 50
Sydney.....	.97	.86—1.02	44 — 48
Truro.....	.78	.73— .88	53 — 54
New Brunswick.....	.85		
Moncton.....	.87	.80— .98	49
Saint John.....	.84	.80— .88	50
Quebec.....	.96		
Montreal.....	.96	.75—1.10	49 — 54
Quebec.....	.92	.83—1.00	49
Sherbrooke.....	.95	.80—1.00	49
Ontario.....	1.00		
Brantford.....	1.00	.83—1.05	48 — 49
Belleville.....	.80	.70— .94	48
Cornwall.....	.95	.80—1.10	48 — 49
Fort William and Port Arthur.....	1.06	.90—1.15	48
Hamilton.....	.90	.80—1.01	48 — 50
Kingston.....	.91	.85—1.02	48 — 49
Kirkland Lake.....	.92	.80—1.00	48
Kitchener.....	.97	.95—1.00	45 — 49
London.....	1.02	.95—1.13	48
Niagara Falls.....	.94	.85—1.05	48
Oshawa.....	.99	.85—1.05	48
Ottawa.....	.92	.75—1.25	48 — 49
Peterborough.....	.88	.70—1.02	48 — 49
St. Catharines.....	1.04	.86—1.15	48 — 50
St. Thomas.....	.99	.90—1.04	48
Sudbury.....	.99	.90—1.01	48
Timmins.....	1.07	1.00—1.10	48
Toronto.....	1.05	.95—1.15	45 — 48
Welland.....	.88	.75— .95	48
Windsor.....	1.00	.75—1.12	47 $\frac{3}{4}$ — 48
Manitoba.....	.91		
Winnipeg.....	.91	.70—1.06	46 — 50
Saskatchewan.....	.94		
Moose Jaw.....	1.01	.90—1.06	48
Regina.....	.93	.80—1.00	44 — 48
Saskatoon.....	.91	.70—1.03	48
Alberta.....	1.08		
Calgary.....	1.13	1.00—1.20	43 $\frac{1}{2}$ — 46 $\frac{1}{2}$
Edmonton.....	1.07	.95—1.20	46 $\frac{1}{2}$
Lethbridge.....	.98	.95—1.00	44 — 48
Medicine Hat.....	.93	.85—1.00	48
British Columbia.....	1.15		
Nanaimo.....	1.12	1.00—1.15	44
New Westminster.....	1.24	1.20—1.25	44
Prince Rupert.....	1.09	.80—1.25	44
Vancouver.....	1.20	1.00—1.30	44
Victoria.....	1.05	.90—1.10	44

**Table XII—STANDARD OR NORMAL HOURS OF WORK PER WEEK FOR MALE WORKERS,
BY INDUSTRY, 1948**

NOTE.—Figures shown for Manufacturing, Construction, Trade and Service are averages, while those for Logging, Mining and Transportation are predominant hours. Office employees are not included.

Industry	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Logging—	48–60 with most firms reporting 60 hours.								
Eastern Canada.....									
British Columbia (Coastal).....									
Mining—									
Coal Mining.....	41.5	42.1	49.1	48.0	48.1	48.4	41.9	40.4	40.1
Metal Mining.....	47.6							40.1	45.0
Manufacturing									
Primary Textile Products.....	45.5	47.8	49.0	47.1	45.0	44.9	44.3	44.9	41.8
Cotton Yarn and Cloth.....	46.1	47.1	46.5	46.3	45.6	44.8		45.8	42.0
Woolen Yarn and Cloth.....	43.7	48.0	48.0	42.9	44.7				
Knitting—Hosiery, Underwear and Outerwear.....	47.3	48.9	49.4	48.5	46.8	45.9			43.0
Rayon Yarn and Fabric.....	46.4	45.8	48.0	48.0	45.0	40.9		45.8	40.2
Clothing.....	48.6		44.0	49.0	46.1				
Men's and Boys' Suits and Overcoats.....	41.3	42.1	40.4	42.0	40.5	40.1		40.1	41.9
Work Clothing.....	41.0			41.6	40.2				40.0
Men's Shirts.....	43.1	42.1	40.5	45.9	41.4	40.2		40.0	40.1
Women's and Misses' Suits and Coats.....	44.6			45.1	43.7				
Dresses.....	40.1		40.0	40.0	40.0	40.0			42.8
Rubber Products.....	41.2			41.3	40.9	40.0		41.6	
Pulp and Its Products.....	45.1			47.5	44.5				44.4
Paper Boxes.....	47.8	49.0	48.2	48.4	48.0	48.0			44.0
Printing and Publishing.....	45.3	44.0	44.3	47.0	45.0	42.2		45.0	43.9
Newspaper Printing.....	41.0	41.0	42.5	41.1	41.0	41.6	42.2	42.4	38.7
Job Printing.....	41.2	40.8	42.1	40.7	41.6	45.7	43.7	43.5	37.8
Lumber and its Products.....	40.8	41.7	42.9	41.7	40.6	40.1	40.4	40.1	40.3
Sawmill Products.....	46.0	51.7	53.9	53.7	46.4	46.1	46.3	47.5	40.7
Planing Mills, Sash, Doors, etc.....	45.4	55.8	55.9	60.0	50.7	48.0		50.5	40.7
Wooden Furniture.....	48.4	49.1	51.0	52.9	48.1	45.9	48.1	45.3	41.0
Baskets and Wooden Boxes.....	43.8	50.0	50.0	48.4	42.7	45.0		45.0	40.3
	49.4	53.2	55.0	53.4	48.0	45.3	44.0	47.3	42.3

Table XII—STANDARD OR NORMAL HOURS OF WORK PER WEEK FOR MALE WORKERS, BY INDUSTRY, 1948—Concluded

Industry	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
Manufacturing—Concluded									
Edible Plant Products.....									
Flour.....	47.5	50.0	47.5	49.9	46.8	45.5	44.0	46.2	47.8
Bread and Cake.....	47.3	46.7	48.0	48.7	47.2	48.0	44.0	47.4	44.0
Biscuits.....	47.5	49.0	46.9	48.9	47.4	44.3	44.0	44.5	40.2
Confectionery.....	46.1	44.0	45.0	49.6	46.6	45.0	.....	42.7	43.8
Fruit and Vegetable Canning.....	48.5	57.8	55.0	47.8	45.0	43.7	.....	40.0	40.0
				54.0	46.6	44.8	.....	48.0	51.1
Fur Products.....	42.4	41.5	41.5	43.7	41.1	40.4	42.5	.....	40.5
Leather and its Products.....	46.1	48.0	42.7	47.9	44.8	47.1	44.0	.....	40.5
Leather Tanning.....	46.4	.....	.....	53.6	45.4	48.0	44.0	.....	40.0
Boots and Shoes.....	46.0	48.0	42.7	47.3	44.0	46.5	.....	.....	40.6
Edible Animal Products.....	46.6	50.0	51.9	49.3	46.7	45.1	44.5	45.1	44.0
Meat Products.....	44.7	.....	44.0	45.6	45.1	44.1	44.2	44.0	44.1
Dairy Products.....	48.2	48.5	48.4	52.2	47.9	48.0	44.8	47.1	43.9
Fish Canning.....	47.6	51.0	55.8	54.0	54.0	48.0	.....	.....	44.0
Iron and its Products.....	45.0	47.3	45.6	46.8	44.5	45.1	44.1	42.8	40.1
Crude, Rolled and Forged Products.....	47.5	48.1	.....	48.0	47.2	.....	.....	.....	.....
Foundry and Machine Shop Products.....	45.6	44.4	49.2	47.0	45.4	47.2	44.0	43.3	40.2
Machine Tools.....	46.1	.....	.....	46.1	46.2	.....	.....	.....	40.0
Machinery.....	45.4	44.0	46.9	46.9	44.8	44.7	44.0	43.6	40.1
Engines, Boilers, Tanks, etc.....	45.3	47.1	44.0	47.7	45.5	45.0	.....	.....	40.0
Aircraft and Parts.....	44.6	.....	.....	45.2	43.4	44.0	.....	44.0	.....
Steel Shipbuilding.....	44.9	44.5	44.0	47.3	44.2	.....	.....	.....	40.0
Railway Rolling Stock.....	46.5	48.7	.....	45.0	47.1	45.0	.....	.....	.....
Motor Vehicles.....	41.2	.....	.....	48.0	41.1	.....	.....	.....	.....
Motor Vehicle Parts and Accessories.....	44.8	.....	.....	48.6	44.8	47.0	.....	44.9	41.3
Agricultural Machinery.....	45.3	54.8	.....	45.1	44.0	44.0	45.0	40.0	.....
Heating and Cooking Apparatus.....	45.9	.....	45.8	47.6	45.2	.....	.....	.....	40.0
Sheet Metal Products.....	44.7	.....	44.0	44.7	45.7	44.1	44.0	40.0	40.3
Tobacco Products.....	45.0	.....	.....	45.2	43.9	.....	.....	.....	.....
Beverages (Brewery Products).....	43.9	44.0	48.6	48.0	40.7	44.0	44.0	40.0	40.5
Electric Current Production and Distribution.....	46.5	46.6	47.9	46.8	47.3	44.7	44.6	45.3	40.7
Electrical Products.....	43.0	.....	.....	41.8	43.5	41.1	.....	42.5	40.3
Electrical Machinery and Apparatus.....	43.0	.....	.....	41.6	43.5	41.1	.....	42.5	40.3
Radio Sets and Parts.....	43.6	.....	.....	43.4	43.7	.....	.....	.....	.....
Chemical Products (Acids, Alkalis and Salts).....	47.1	.....	.....	48.0	46.0	48.0	44.0	48.0	.....

Construction	43.3	43.4	46.8	45.7	42.2	42.5	41.8	42.4	41.3
Transportation, Storage and Communication —									
Water Transportation (Inland and Coastal).....									
Hours on duty at sea, 8 per day (3 watches). Regular hours on both Atlantic and Pacific coasts and on the Great Lakes and St. Lawrence vary; usually only necessary operational work was done on Sundays and holidays, as well as on Saturday afternoon in some cases. One day off in seven, or five days per month is the usual rule.									
Steam Railways.....	48	(44 in Locomotive shops).							
Electric Street Railways.....	45.8	44.0	.....	50.0	44.1	46.4	44.0	40.0	44.0
Motor Transport (Local).....	48.1	48.0	46.1	54.8	47.5	48.8	44.0	46.2	46.5
Grain Elevators.....	47.3	.....	48.0	53.2	47.7	44.5	51.7	48.0	44.0
Telephone.....	41.4	44.0	44.0	41.7	40.5	44.0	40.0	40.0	40.0
Trade									
Wholesale.....	43.7	42.5	43.6	46.9	42.6	42.2	43.9	44.0	41.8
Retail.....	43.7	43.7	43.9	46.7	43.6	43.6	41.6	41.8	40.1
Service —									
Laundries.....	47.4	47.9	46.1	51.9	45.4	46.3	44.0	45.4	43.8
Garages (Automobile Mechanics).....	47.7	49.5	49.5	50.0	47.7	48.5	47.9	46.4	44.0

APPENDIX WAGES IN AGRICULTURE, 1948

SOURCE OF DATA: Quarterly Bulletin of Agricultural Statistics—figures compiled from reports made by farm correspondents in all provinces.

Province	January 15				May 15				August 15			
	DAILY		MONTHLY		DAILY		MONTHLY		DAILY		MONTHLY	
	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Canada.....	3.62	4.66	70.00	100.09	3.93	4.89	83.26	113.07	4.40	5.44	86.79	116.67
Prince Edward Island.....	2.70	3.57	51.79	73.83	2.86	3.77	57.36	81.25	2.97	3.90	60.00	83.46
Nova Scotia.....	3.65	4.59	75.26	106.74	3.46	4.32	72.44	102.61	3.86	4.76	71.75	102.06
New Brunswick.....	3.85	4.79	88.00	115.17	3.92	4.98	87.94	113.55	4.25	5.15	93.07	118.68
Quebec.....	3.76	4.80	82.99	112.10	3.80	4.80	84.25	116.69	4.16	5.16	90.14	118.66
Ontario.....	3.62	4.66	69.43	97.11	4.11	4.80	74.28	101.11	4.41	5.47	80.70	108.21
Manitoba.....	3.29	4.56	61.42	93.02	4.00	5.10	79.69	107.82	4.74	5.84	86.55	115.00
Saskatchewan.....	3.09	4.24	62.68	93.70	4.02	5.17	86.99	117.84	4.98	6.11	91.85	120.72
Alberta.....	3.41	4.53	68.83	101.00	4.10	5.13	88.82	117.53	4.57	5.65	90.41	124.74
British Columbia.....	4.37	5.54	84.54	120.91	4.58	5.93	92.60	127.11	4.87	5.97	93.93	130.50

APPENDIX—WAGES IN AGRICULTURE, 1948—Continued

The information given below has been reproduced from the Quarterly Bulletin issued by the Agricultural Branch of the Dominion Bureau of Statistics. The figures were compiled from reports made by farm correspondents in all provinces.

Farm Wage Rates—1946, 1947 and 1948

The general trend in farm wages continued upward at August 15, and average rates for Canada were higher than at any time since comparable statistics became available in 1940. Scarcity of labour and the maintenance of a high level of farm income were important factors contributing toward the continuing rise in farm wages. Among the provinces, average rates per day were highest in Saskatchewan and average rates per month were highest in British Columbia. Lowest rates were recorded in Prince Edward Island. For Canada as a whole, increases in daily wages with and without board were approximately 7 and 5 per cent, and in monthly wages 5 and 7 per cent, respectively, as compared with the same date a year ago.

Table 1 gives a summary of wage rates for Canada as at August 15 from 1940 to 1948 and Tables 2 and 3 give comparative data on a provincial basis for 1946, 1947 and 1948.

TABLE 1.—AVERAGE WAGES OF MALE FARM HELP IN CANADA PER DAY AND PER MONTH AS AT AUGUST 15, 1940-48

Year	Average Wages per Day		Average Wages per Month	
	With Board	Without Board	With Board	Without Board
	\$	\$	\$	\$
1940.....	1.48	1.99	27.92	41.76
1941.....	2.02	2.57	35.40	51.15
1942.....	2.51	3.23	47.36	66.41
1943.....	3.38	4.42	61.81	84.76
1944.....	3.53	4.36	65.99	88.31
1945.....	3.55	4.50	71.68	97.22
1946.....	4.04	4.95	75.28	100.62
1947.....	4.13	5.17	82.75	109.03
1948.....	4.40	5.44	86.79	116.67

TABLE 2.—AVERAGE WAGES PER DAY OF MALE FARM HELP IN CANADA, BY PROVINCES, AS AT AUGUST 15, 1946, 1947 AND 1948

Province	With Board			Without Board		
	1946	1947	1948	1946	1947	1948
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	2.62	2.69	2.97	3.38	3.54	3.90
Nova Scotia.....	3.24	3.57	3.86	4.11	4.36	4.76
New Brunswick.....	3.56	3.77	4.25	4.44	4.69	5.19
Quebec.....	3.46	4.03	4.16	4.36	4.90	5.16
Ontario.....	3.62	3.70	4.41	4.55	4.96	5.47
Manitoba.....	4.71	4.54	4.74	5.66	5.46	5.84
Saskatchewan.....	4.71	4.83	4.98	5.69	5.99	6.11
Alberta.....	4.37	4.45	4.57	5.17	5.60	5.65
British Columbia.....	4.42	4.73	4.87	5.26	5.75	5.97
Canada.....	4.04	4.13	4.40	4.95	5.17	5.44

TABLE 3.—AVERAGE WAGES PER MONTH OF MALE FARM HELP IN CANADA, BY PROVINCES, AS AT AUGUST 15, 1946, 1947 AND 1948

Province	With Board			Without Board		
	1946	1947	1948	1946	1947	1948
	\$	\$	\$	\$	\$	\$
Prince Edward Island.....	55.76	55.50	60.00	77.96	75.16	83.46
Nova Scotia.....	67.45	72.44	71.75	91.57	101.00	102.06
New Brunswick.....	78.61	86.88	93.07	103.17	107.63	118.68
Quebec.....	74.48	84.02	90.14	98.41	109.58	118.66
Ontario.....	68.40	74.29	80.70	92.40	99.48	108.21
Manitoba.....	77.50	80.55	86.55	102.81	102.59	115.00
Saskatchewan.....	82.99	89.23	91.85	111.13	116.06	120.72
Alberta.....	80.02	84.69	90.41	106.66	113.57	124.74
British Columbia.....	82.63	86.25	93.93	105.56	117.81	130.50
Canada.....	75.28	82.75	86.79	100.62	109.03	116.67

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THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Humphrey Mitchell, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

Editor: Harry J. Walker

Assistant Editor: John Mainwaring

Editor, French Edition: Charles A. St. Arnaud

Circulation Manager: C. E. St. George

Volume XLIX

Number 12

December,

1949

The Labour Month in Brief

The seasonal rise in unemployment that was in progress during October and November, while usual at this time of year, was more pronounced than at any time since the first post-war winter. However, total employment continued at close to record levels; and figures of production, retail sales, and labour income indicated a continuation of the prevailing high level of economic activity.

Industrial production, particularly in manufacturing, declined during the summer months, but recovered during September. Living costs and wages showed only minor fluctuations; and "real" wages were slightly higher than a year earlier.

Employment

The quarterly sample survey of Canada's civilian labour force, conducted by the Dominion Bureau of Statistics, showed a record level of employment at August 20, 1949; though unemployment was also higher than a year earlier (*see* chart below).

The number of unplaced applicants for employment registered at offices of the National Employment Service rose sharply during the autumn months, reaching a total of 206,113 at November 24, as compared

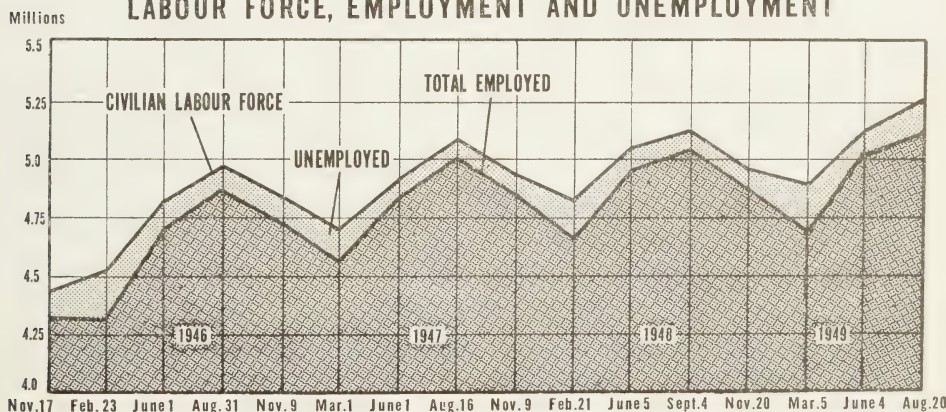
with 129,677 a year earlier. Although employment was well maintained for the country as a whole, there was localized unemployment at a number of specific centres. A reduction in logging operations this year aggravated the rise in unemployment customarily caused by seasonal factors.

Unemployment insurance claims have been higher throughout 1949 than in previous years. The number of days of proven unemployment for which benefit was paid during September totalled 1,611,461, as compared with 871,967 in September, 1948, and 798,873 in September, 1947.

At the beginning of October, the DBS index of non-industrial employment (base 1926=100) stood at 202.0, as compared with 202.1 a month earlier, and 203.3 at October 1, 1948.

According to the labour force survey, Canada's civilian labour force reached an estimated 5,253,000 persons in the week ending August 20 this year, an increase of 144,000 over the estimated total of 5,109,000 in the week ending September 4, 1948. Of this year's August total, an estimated 5,155,000 had jobs, an increase of 113,000 over September last year and the largest

LABOUR FORCE, EMPLOYMENT AND UNEMPLOYMENT



number of job holders ever recorded in Canada. The number idle and seeking work at 98,000 was 31,000 greater than in September last year.

A breakdown of the latest estimate shows 4,552,000 persons working 35 hours or more during the survey week as against 4,449,000 in September, 1948; 312,000 working 15 to 34 hours compared with 314,000; and 92,000 working under 15 hours compared with 102,000. There was a total of 229,000 with a job but not at work as against 177,000. In connection with the latter figure, the Bureau reports that the August surveys have consistently shown a relatively large number in this category due to the prevalence of vacations at this time. Thus, of the 229,000 in August last, 176,000 were reported on vacation and 40,000 absent from work because of temporary illness.

The gain in number at work in August this year over September a year ago was due entirely to a rise in non-agricultural employment, which increased from 3,795,000 to 3,920,000, while agricultural employment fell off moderately from 1,247,000 to 1,235,000.

Of the total at work in August, 4,012,000 were men, up from 3,932,000 in September last year, and 1,143,000 were women, an increase from 1,110,000. Of the total of 98,000 seeking work, 81,000 were men and 17,000 were women. The latter figures compare with 53,000 and 14,000, respectively, a year earlier.

Industrial Relations

Three work stoppages accounted for 72 per cent of the time loss arising from industrial disputes during October, 1949. These were of lithographers at London, Hamilton, Ottawa, Toronto and Montreal, rubber factory workers at Toronto, and motor vehicle factory workers at Oshawa.

These three disputes continued into November, when the time loss was higher, amounting to over 135,000 days.

Preliminary figures for October, 1949, showed 19 strikes and lockouts in existence, involving 16,008 workers, with a time loss of 69,479 man-working days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in October, 1949, amounted to .09 per cent of the estimated working time, as compared with .08 per cent in September, 1949; .11 per cent in October, 1948; .11 per cent for the first 10 months in 1949; and .11 per cent for the first 10 months in 1948.

For the first 10 months of this year, preliminary figures show 111 strikes and lockouts, involving 45,981 workers with a time loss of 901,145 days. For the same

period in 1948, there were 136 strikes with 38,652 workers involved and a time loss of 848,028 days.

Within the field of federal jurisdiction, the major development during October was the establishment of two conciliation boards to deal with disputes over wages and hours on the railways (*see p. 1550*).

Cost of Living

A third successive fractional monthly decline brought the cost-of-living index to 161.7 at November 1, 1949, as compared with a peak of 162.8 reached in August. The rise since November, 1948, has been 2.1 points, or less than $\frac{1}{2}$ per cent.

Lower food prices were primarily responsible for the decrease between October and November, 1949. The food index dropped 1.7 points to 203.3 during October, due mainly to seasonal weakness for meats coupled with lower prices for eggs and fresh and canned vegetables. These outweighed increases for oranges, lemons and coffee. Clothing, the only other group to register a decline, receded from 184.1 to 183.7 due mainly to decreases for men's overcoats and suits and women's topcoats. Higher quotations for coal and coke imported from the United States were reflected in a further advance in the fuel and light index from 134.1 to 135.1. (This index had risen 4 points the previous month.) Home furnishings and services moved up 0.2 to 167.4 when higher prices for certain furniture items overbalanced decreases for dishes and glassware. The group indexes for miscellaneous items at 130.2 and rentals at 123.9 remained unchanged.

Earnings

The aggregate of Canadian labour income for the first eight months of 1949 was \$5,002,000,000 as compared with \$4,571,000,000 in the corresponding period last year, an increase of nine per cent.

During the month of August, labour income reached the highest monthly level since September, 1948, when retroactive wage payments to railway employees had swelled the total. Estimate for August is placed at \$658,000,000, up \$9,000,000 over July, and \$44,000,000 over August a year ago. The September, 1948 total was \$663,000,000.

Labour income figures are based on estimates for all industry, including agriculture. For the manufacturing industry alone, an unusual development occurred in the early fall, when the average of hourly earnings declined slightly for two successive months. The decline was attributed to changes in the industrial distribution of wage-earners.

(Continued on page 1549)

NOTES OF CURRENT INTEREST

Survey of employer-employee relations in Canada

A "widespread awareness" on the part of Canadian employers of the value of providing social security benefits for employees is indicated by a recent survey of business firms in Canada.

The survey was carried out by the Canadian Chamber of Commerce in the spring of this year to ascertain what is being done by Canadian business in the labour-management relations field, and to provide "a starting point for the development of a plan to improve employer-employee relations". Returns were received from 1,309 companies (730 manufacturing and 579 non-manufacturing), employing ten or more persons, located in all ten provinces, and having an aggregate of over 800,000 employees.

The results of the survey are presented by the Canadian Chamber of Commerce in a publication entitled, *Survey Results—Employer-Employee Relations 1949*, in the belief that they will provide "a yardstick by which business can measure itself against other companies of similar size in the field of employer-employee relations".

It was learned that 80 per cent of the reporting companies have employee group insurance plans, most of which are on a contributory basis. Fifty per cent reported having pension plans. These ranged from 38 per cent in companies with ten to 99 employees, to 93 per cent in those companies having 5,000 or more.

Sick benefit payments were reported by 75.5 per cent of all companies, and group hospital schemes by 86 per cent. To the question, "Have you a medical department with trained personnel?" all manufacturing companies employing 5,000 or more, and 80 per cent of those employing 500 to 999, answered in the affirmative. Pre-employment medical examinations are provided by 30 per cent of all reporting companies, and periodical medical examinations by 52 per cent of those employing more than 500.

Lunch rooms are operated by 36 per cent of the 730 manufacturing companies, the largest percentage (70 per cent) being found among those employing between 1,000 and 4,999. Food is supplied at cost by 34.5 per cent, and below cost by 37 per cent.

Only among the largest companies, it was found, has there been a serious effort to provide training programs for management personnel at the foreman and supervisor level.

The fact that 56 per cent of all reporting companies hold meetings with their employees indicates that the value of personal contact as an effective means of communication is recognized, the report states. The fact, also, that 35 per cent of all reporting companies communicate with their employees at their home address is further evidence of this trend.

In the field of providing information as to their financial position, Canadian business seems "to have made little progress," the report comments. Although annual reports are circulated among employees by 55 per cent of all companies employing 5,000 or over, only 20 per cent of the remainder attempt to bring the financial position of the company to the attention of the employees.

It is further commented that Canadian companies, while "deeply conscious" of their responsibility to their employees, and "working successfully to bring to the employee the full advantage of available social benefits . . . are not taking full advantage of the means by which they can explain to their employees just what they are 'doing.'" Some companies, it is estimated, spend ten to fifteen cents an hour per employee on various company benefits, "but unless the employee is made aware of that fact the full value of the expenditure is not realized."

Conference to study employment of physically handicapped

During the late summer and early autumn an inter-departmental committee representing the Departments of Veterans Affairs, Health and Welfare and Labour made preliminary plans for a national conference on the rehabilitation of handicapped workers. Provincial governments and other interested organizations have been invited to send representatives to the conference, which, it is expected, will be held in Ottawa shortly after the close of the present session of Parliament.

The Minister of Labour, Hon. Humphrey Mitchell, in referring to the Conference, stated that "a fair measure of success had been achieved (in the placement of handicapped workers), but experience in this placement field had indicated that it was necessary to make available to the civilian handicapped, an effective rehabilitation scheme before a thorough employment job could be done for them. Experience in the re-establishment of the physically handicapped veteran had proven the value

of a well organized rehabilitation program," he said. "It was hoped," he continued, "that a national conference would go far towards ironing out any problems that may exist, and clearing the way for such a program."

Government "prevailing rate" workers get improved conditions

Improvements in working conditions were recently announced by the Hon. Humphrey Mitchell for "prevailing rate" employees of the Government of Canada. These improvements, which include a longer annual vacation with pay, seven public holidays, and special leave in certain circumstances, are described in detail elsewhere in this issue (p. 1571).

Union dues and income tax

On October 31, Mr. Stanley Knowles (member for Winnipeg North Centre) moved in the House of Commons that the Government amend the Income Tax Act so as to "make it possible for taxpayers to deduct trade union dues from income before computing the amount of income tax to be paid."

Following debate on November 7, the motion was defeated.

(The present position in respect of union dues and income tax was set forth on pages 1333-4 of last month's LABOUR GAZETTE.)

Transport Board orders clarification of safety rules

On November 10 the Board of Transport Commissioners ordered the Brotherhood of Maintenance of Way Employees (TLC) and the CNR and CPR to "amplify, clarify and simplify" certain operating rules relating to section gangs, and to report back by February 15, 1950.

The Brotherhood had asked the Board to order the railways to employ more men on section gangs. In a statement issued on October 29 it claimed that present safety regulations were "regularly disregarded both by the employees and by the railways because there are not enough sectionmen in the companies' employ."

In particular a rule requiring that men travel a certain distance to flag down approaching trains in the event of a split rail being discovered was said to be disregarded since there were not enough men to carry out this rule and at the same time get the necessary work on ties and roadbeds done.

The union also pointed to the hazard of collision when insufficient men were allotted to crews to lift heavy hand cars.

The companies opposed the Brotherhood's request, citing the considerable cost that would be involved in hiring more section hands, and stating that present section crews were sufficient to carry on maintenance work safely.

In ordering the companies and union to clarify the rules, the Board said: "When and if these are straightened out all parties, including the Board, will be in a better position to assess the merits of the application."

"If full agreement cannot be reached the remaining rules in dispute will be settled by the Board."

Population gain in summer months

Canada had a population gain of 87,000 during the three summer months of June, July and August this year, according to the first quarterly population estimate by the Dominion Bureau of Statistics. The three-month rise brought the population to an estimated 13,636,000 at September 1 compared with 13,549,000 at June 1.

Quarterly estimates of population are now being prepared by the Bureau to meet the need for such information at more frequent intervals than once a year. Owing to the lack of up-to-date data on inter-provincial migration, however, the quarterly estimates will not include figures on population changes of the provinces as shown in the annual estimates.

With the entry of Newfoundland as Canada's 10th province adding 348,000, the Dominion's population at June 1 was an estimated 666,000 greater than a year earlier. Natural increase together with immigration less emigration added 318,000 in the other nine provinces during the 12 months, raising their total from 12,883,000 on June 1, 1948, to 13,201,000.

Prices of building materials lower

Wholesale prices of both general building materials and residential building materials were slightly lower in September than in August, according to the price indexes compiled by the Dominion Bureau of Statistics. The month's decrease continued a gradual downward movement that has been uninterrupted for general building materials since March and for residential building materials since February this year. In each case, however, the decline from August to September was smaller than in any preceding month.

The Bureau's index of general building materials (based on 1926=100) eased off a half point from 198.1 for August to

197.6 for September, making a total drop of 7.8 points for the six months of steady declines since March, when the index stood at 205.4. The September figure is 2.6 points below that of a year earlier and 8.3 points below the peak of 205.9 for this index in October a year ago.

The composite index of residential building materials (based on 1935-39=100) eased off a tenth of a point only, from the revised standing of 226.2 for August to 226.1 for September. This brought the cumulative decline to 4.3 points from the peak of 230.4 for this index in February, but was still above the level of 221.6 for September last year.

Indexes for five of the nine principal components of the residential materials index were unchanged from August to September, while two were higher and two lower. The index for lumber and products rose slightly from 319.7 to 320.0 and for roofing materials from 184.3 to 187.3; while the paint and glass index declined from 176.7 to 171.0 and the index for "other" materials from 174.6 to 172.6.

Prospective employment for new graduates in engineering

Resulting from a survey made in 1946, the Bureau of Technical Personnel of the Federal Department of Labour estimated that there would be a demand for about 2,000 new graduates

in engineering in each of the five years, 1947 to 1951 inclusive.

In each of the years 1947 and 1948, there was a demand for slightly more than 2,000, while the graduating classes numbered only 1,100 and 1,700 respectively. These shortages were counter-balanced to some extent in 1949, when the graduates numbered about 3,200.

As the graduating classes in engineering in 1950 will be even larger than in 1949, the estimates made in 1946 are being reviewed with the same employers to determine the prospective needs in 1950 and 1951. The net results of this review so far, indicate that there will probably be an increase in the demand of slightly over ten per cent in the combined estimates made three years ago.

The Bureau's report points out that "a large proportion of the employment available for new engineering graduates has always been concentrated in the establishments of a relatively small number of employers." Consequently, surveys on which estimates can be based are necessarily made almost entirely through the co-operation of these larger employers. It is believed, however, that there is a substantial latent demand among medium

sized and smaller employers, probably "some hundreds of such openings which new graduates could fill satisfactorily."

In former years, it is stated, "shortage of supply has been mainly responsible for the rapid absorption of inexperienced graduates into the more widely publicized openings where there have been well organized recruiting programs, and at least a certain amount of competition for available students. In 1950, it will be rather a case of seeking out the openings, including the substantial number believed to exist in smaller operations."

CCCL sets up Civic Action Committee

In accordance with the authority granted at the recent convention of the Canadian and Catholic Confederation of Labour (L.G., Nov., 1949, p. 1379),

the Confederate Bureau of the Confederation has formally set up a "Civic Action Committee". The members of the committee are René Gosselin, Granby, Federation of Textile Workers; Daniel Lessard, Thetford Mines, Federation of Mine Workers; Philippe Lessard, Federation of Pulp and Paper Workers; Lucien Dorion, Quebec, Federation of Commercial Workers; René Gravel, Montreal, Central Montreal Council. The members will elect their own Chairman.

The duties assigned to the committee by the Convention were to promote legislation that would embody the economic and social reforms advocated by the Confederation; to educate its members in civic problems; and to guide public opinion in class co-operation in accordance with the social doctrine of the Church.

Cost of study at Canadian universities

Results of a recently completed survey show that the average total cost of a year's study at Canadian universities varied between institutions from \$816 to \$1,555, and is higher for men than for women. Average costs are highest in the faculties of medicine and dentistry, and lowest in the faculties of arts and pure science. Students' costs in engineering and forestry fall between these levels, costs for students in forestry ranging higher than for those in engineering. It was found that costs in similar faculties vary considerably between universities.

The survey was conducted by a committee of the National Federation of Canadian University Students, assisted by the Education Division of the Dominion Bureau of Statistics, through questionnaires, and is based on the academic year 1947-48.

The results are contained in a D.B.S. publication entitled, *Students' Cost of a Year at Canadian Universities*.

All expenses of study and living were covered in the survey—tuition and other fees, board and lodging, clothing and laundry, as well as medical and dental care, recreation and miscellaneous other expenditures. The cost of transportation of students living away from home to attend the university, however, is not included.

Average total expenses for men in arts and science varied between institutions from \$892 to \$1,247 for the year, being above \$1,000 at ten universities and under that figure at six. The average for women was at a lower range of \$816 to \$1,103, and was above \$1,000 at only four centres.

Engineering students had costs ranging from \$916 to \$1,281, fees being from \$5 to \$117 higher than for arts and pure science courses, with textbooks costing more. A year in forestry at the three universities with forestry faculties cost from \$1,182 to \$1,329, fees and expenditure on clothing being higher than in arts.

Fees for dentistry varied from \$10 to \$180 above those for arts and, while the expenditure on textbooks showed little difference, the cost of equipment, averaged over the full period of the course, raised substantially the expenditures of students in this faculty. Overall total for a year ranged from \$1,264 to \$1,500.

Medicine appears to be the most expensive for a year, apart from any greater overall cost, due to longer period of study. Fees in 1947-48 varied from \$252 to \$450 between universities with medical schools, and the amount required for textbooks and equipment, although less than for dentistry in the same university, was \$25 to \$117 more than for arts. The average total cost for a year varied from a low of \$1,071 to a high of \$1,555.

New organization of West Coast Seamen

It was announced on October 15 that the Pacific Coast District of the Canadian Seamen's Union had broken away from its parent body and formed a new autonomous organization to be known as the West Coast Seamen's Union of Canada. The step, which was reported to have the full approval of the national leadership of the CSU, coincided with the termination date of a collective agreement between the Canadian Seamen's Union and three deep-sea shipping companies operating on the Pacific Coast. Simultaneously with the announcement that the west coast group had dropped its affiliation with the CSU,

it was made known that the three deep-sea shipowners had signed a collective agreement with the new organization, effective for one year from October 15.

Manitoba publication will help small businessman

A new publication, "Government Regulations and Your Business", has been issued by the Bureau of Industrial Development of the Manitoba Department of Industry and Commerce. It is designed to acquaint small business management in Manitoba with the government regulations, municipal, provincial and federal, which it will be necessary to observe in the conduct of business. It does not purport to be an official statement of the regulations affecting small business, but it gives a brief digest of these various regulations and indicates where specific and official information can be obtained.

The section on regulations regarding employees deals with wages and hours, labour relations, safety in working conditions, workmen's compensation, apprenticeship, early closing regulations, and unemployment insurance.

Inquiry into Workmen's Compensation Acts

Three provinces, British Columbia, Ontario and Saskatchewan, will have their Workmen's Compensation Acts reviewed in the near future. Chief Justice Sloan of British Columbia and Mr. Justice Roach of the Supreme Court of Ontario have been appointed special Commissioners in their respective provinces to inquire into the whole operation of the Acts and make recommendations on which a revision of the legislation may be made.

In Saskatchewan, a committee of seven has been appointed, to be headed by O. W. Valteau, the Chairman of the Workmen's Compensation Board. The Saskatchewan Act must be reviewed every four years by a committee equally representative of employers and employees and including at least one representative of the Board.

Workmen's compensation officials confer

Founded in 1919 with the purpose of bringing together the officers charged with the duty of administering Workmen's Compensation laws of the several provinces of Canada for the consideration of matters of common interest, the Association of Workmen's Compensation Boards of Canada, held their twenty-third meeting in Regina, on September 5 and 6, under the Chairmanship of Mr. A. W. Heise of the Saskatchewan Board.

Addresses were given on the subject of the rehabilitation of injured workmen, arthritis as an industrial disease, industrial safety measures and administrative problems.

Dr. George V. Haythorne, Acting Director, Economics and Research Branch, Department of Labour, addressed the Convention on the desirability of developing comparable information between provinces on industrial accidents and diseases. He pointed out that the adoption of standard methods of compiling such information on a Dominion-wide basis would prove a valuable aid in a national accident prevention campaign.

**G. P. Shields
statistician
in Labour
Department
retires**

After 38 years of service with the Federal Department of Labour, Mr. George Peter Shields retired on superannuation on October 19, 1949.

Mr. Shields is a graduate in Commerce of the University of Ottawa and prior to entering the Civil Service on January 2, 1911, as a statistical clerk, he was employed for ten years by the Canadian Pacific Railway. From 1911 to 1915 he was an assistant of Mr. R. H. Coats, then Chief Statistician of the Department of Labour, and was assigned to the duty of collecting data with respect to industrial accidents. A little later he compiled some of the statistics published in the report of the Cost of Living Commission, 1915. Subsequently, he was made recording clerk of industrial accidents and was responsible for the preparation of statistics relating thereto for publication in the *LABOUR GAZETTE* and the annual reports of the Department.

Towards the close of the First World War he was accepted for active military service and served with the Mechanical Transport Section until he was granted his discharge with the rank of Sergeant in 1919.

Following his period of military service, Mr. Shields was assigned to the Employment Service Branch of the Department of Labour and had charge of the Pacific Clearing House at Vancouver until that office was discontinued in December, 1920. During the early months of 1921 he supervised dwelling-house rental surveys in Vancouver, Toronto and a number of the larger centres in the Maritime Provinces.

In October, 1921, he was transferred to the Statistical Branch of the Department of Labour in Ottawa where, as principal statistical clerk, he compiled dwelling-house rental statistics and supervised the compilation of statistics relative to wages and hours of labour in Canada. He was

supervisor of the Wage Survey Section of the Economics and Research Branch of the Department at the time of his retirement.

In addition to this regular work he carried out a number of special assignments from time to time in connection with fair-wage contracts in the construction and printing industries. In 1936 he was made a head clerk.

Upon his retirement Mr. Shields was presented with an address and a gladstone bag by his friends and associates in the Department.

**Insurance
benefit
during
labour
disputes**

The status of an insured worker's rights to unemployment insurance benefit, if he should lose his job as the result of a labour dispute is set forth in Section 39 of the Unemployment Insurance Act. Broadly speaking he is not entitled to benefit for the period of the stoppage of work brought about by the strike or lockout unless he becomes employed elsewhere in his regular occupation, or becomes regularly engaged in some other occupation.

However, the disqualification will be removed if he proves *all* of the following, whether or not he is a member of a trade union:—

- (1) that he is not personally taking part in the labour dispute;
- (2) that he is not contributing to the financing of the dispute;
- (3) that he is not directly interested in the dispute or its outcome;
- (4) that no member or members of his grade or class of workers who were employed at his place of employment were, or are, taking part in, financing, or directly interested in the dispute or its outcome.

**Department
issues
booklet for
student
counsellors**

Another in the series of booklets on "Canadian Occupations", prepared by the Economics and Research Branch of the Department of Labour was issued recently. It is entitled, "Careers in Natural Science and Engineering" and was prepared following a suggestion made by a committee for student guidance representing the Engineering Institute of Canada, the Canadian Institute of Mining and Metallurgy and the Chemical Institute of Canada.

For some years these organizations have provided a voluntary counselling service to assist young people who were considering

entry into scientific and engineering professions and there has been a long-felt need for an authoritative guide for counsellors and students alike.

The booklet contains a collection of 16 monographs, as well as material on the educational facilities available in Canada for students in natural science and engineering and a list of volunteer counsellors. It was prepared in close collaboration with the Canadian Committee on Student Guidance, the Canadian Council of Professional Engineers, the Royal Architectural Institute, the Canadian Association of Physicists and the Agricultural Institute of Canada. The Unemployment Insurance Commission and the Bureau of Technical Personnel of the Department of Labour also contributed to the publication.

Restoring injured coal miners in Britain

The Miners' Welfare Commission of Great Britain recently published a pamphlet entitled "Learning At Every Step", which explains through text, charts, and pictures the methods by which injured miners are enabled to regain a high degree of fitness and activity.

In 1942 the British Government, recognizing the importance of preventing wastage of manpower in the coal mines, set up a Ministry of Fuel and Power, under whose authority the Miners' Welfare Commission has since developed a comprehensive program of rehabilitation for injured miners.

The program of treatment arranged for injured miners, according to the Commission, has paralleled closely "the rehabilitation of RAF aircrew personnel during the war—men with long and expensive training who, being injured in the course of their duty, were physically and psychologically cured so that they could return to the battle". The urgent need for such advanced treatment is indicated by the fact that in 1947, out of a total of 711,000 miners in Great Britain, there were 163,000 cases of injury at work.

By April, 1949, eight Welfare Centres were being operated by the Miners' Welfare Commission to serve the major mining regions, by taking care of the "difficult" cases, whose injuries were so severe as to require treatment over and above the normal hospital rehabilitation program. These Centres are private mansions with extensive accommodation surrounded by pleasant country parklands. Each Centre has a surgeon-in-charge, a matron, physiotherapists, social workers and other competent staff working with the most modern equipment. As part of the treatment the

atmosphere of a Centre is said to be "more of a country club than a hospital", with gymnasium, swimming pool, workshops and grounds averaging 100 acres. Several other Centres are being planned.

Each patient, according to the pamphlet, is given careful individual treatment from the time he enters a Welfare Centre. By careful planning of the daily programs, the Chief of Treatment Staff strives to maintain in the patient a progressive interest as his power to overcome his disability increases. He is encouraged to be an active participant in the treatment to learn or re-learn muscle control in co-operation with the staff and the other patients. Radiotherapy treatments are varied by periods for handicrafts and recreation. Occupational therapy helps the patient to forget his injury and gives him a valuable sense of constructive achievement, whether it be in light indoor crafts like weaving, pottery, carpentry, metal work, basket making and leather work, or in more energetic outdoor occupations such as gardening and log cutting. Wherever possible the patient is expected to go home for week-ends in order to maintain his family and social contacts.

As the miner nears the end of his rehabilitation program, a medico-social worker has the task of ensuring that the miner is re-settled in an occupation suited to his physical capabilities, where he will prove most effective and be most contented. The social worker has made herself fully acquainted with each case as treatment progressed, and confers with colliery officials in order to locate a suitable job if the man cannot return to actual coal mining. When the miner leaves the Welfare Centre, she sees him safely back to his home and to industry, and keeps in touch with him thereafter to check on his progress.

The results of the program are indicated by statistics showing that, of 2,406 patients discharged from rehabilitation centres in 1947, 89 per cent returned to the mining industry, of whom 61 per cent went back to their former work and 28 per cent were given light work; 3.5 per cent transferred to other industry, 1 per cent were permanently retired, and 6.5 per cent were either not working or were readmitted to hospital. These percentages represent the situation six months after discharge.

Plans are being made for the extension of treatment being given, and for special study to the problems of paraplegics and the diseases which are particularly troublesome to miners—rheumatism, pneumoconiosis and nystagmus.

Experiment in employment of older workers

An experiment in providing employment for skilled workers who are over 70 years of age is being conducted by an engineering establishment in Staffordshire, England.

According to a bulletin issued by the United Kingdom Information Office in Ottawa, six "over-seventies" employed in an engineering works in Darlaston, will leave the production line "to join a new kind of working club." "With a lifetime of skill at their fingertips they will enter a workshop specially built for them, with no clocking on or off, no contracts and no fears. They will work there as they like and when they like, even if it is only an hour a day."

An official of the Company explained that "we do not want to lose the skill and knowledge of our old workmen, nor do we want to condemn them to an enforced retirement of fruitless and needless boredom."

The new workshop is being equipped with light machines well suited to aged employees and other older hands will follow the first six in due course, until the shop reaches its maximum capacity of thirty. It is expected that the combined experience of these older workers will exceed 2,000 years.

British trade unionist's impressions on American production techniques

Impressions gained by a British trade unionist, Mr. Edgar Harries, who accompanied a party of industrialists to the United States earlier in the year, for the purpose of studying American production techniques,

were published in the September issue of *Labour*, organ of the British Trades Union Congress.

In the opinion of Mr. Harries, the overall industrial production efficiency in the United States was "very much higher" than in Britain, although all American factories are not in the highest category of efficiency. This higher efficiency he attributes to a variety of causes—better lay-out, greater standardization and specialization, better factory organization and more extensive use of electric power.

Standardization has "gone much further" in America, Mr. Harries declares. "There is an instinctive objection in British minds to standardization. . . . Since the formation of the British Standards Institution in 1901, only 1,500 standards have been issued by that body."

A further factor making for greater production, he says, is the practice followed by

large competing companies of "drawing their components from the same firm." One firm was found to be making identically the same article for no less than five competing companies. "In this country it is too often the case that a plant attempts to make nearly all the bits and pieces, and hence has to do it in small parcels with higher subsequent costs."

The greatest care is taken in planning a straight line production flow, and in the servicing of operatives, he states. "Time and motion study is almost universal," with, in many instances, the unions taking part in the study. "Some of the larger unions have established their own 'engineering' departments, composed of experts in lay-out, production flow, job evaluation, and time and motion study." The TUC, Mr. Harries says, is planning to send a team to the United States "to work with this group of unions to study their methods."

Charge for medicines supplied under British National Health plan

People in Great Britain must now pay the sum of one shilling for each prescription filled under the National Health Service. This change in the Health Service is part of Britain's latest "austerity" program announced by Prime Minister Attlee on October 24. Hitherto, prescriptions were issued and filled free of charge. It is estimated that this change will result in an annual saving to the Government of £10 million.

In its report published last June, the Select Committee on Estimates, which carried out an inquiry into the working of the National Health Service from the point of view of their cost, recommended concerning the provision of free medicines, that regulations should be made to prevent excessive or wasteful prescriptions "to avoid the abuse of the pharmaceutical services which is going on at the present time."

Bill to expand U.S. social security program

A Bill to amend the United States federal Social Security Act was passed by the House of Representatives on October 5; but has not yet been dealt with by the Senate.

The main purpose of the Bill is to increase coverage under the Act and to raise benefits. The maximum family pension benefit under the amended social security scheme would rise from \$85 to \$150 per month, but would not amount to more than 80 per cent of the insured person's average monthly wage.

**Suggestion
for labour
unity through
strike fund**

of America, that nine unions affiliated with the American Federation of Labour join with the Mine Workers in raising a strike fund in support of the striking Steelworkers.

In a letter of October 14 to William Green, President of the AFL, Mr. Lewis suggested that at least nine AFL unions with substantial financial resources could disburse \$250,000 a week "for an indefinite period without strain, inconvenience or burden to their membership," and that the Mine Workers union was similarly situated. Thus a fund of \$2,500,000 weekly could be raised in support of the steel union in its "monumental conflict" with "the giant adversaries which would decimate one by one the major units of organized labour."

In a press statement issued the following day, Philip Murray, President of the CIO and of the United Steelworkers of America, said he was sure that his union and other affiliates of the CIO were prepared to join with the Mine Workers and the AFL "to pool their resources for the common defence and general welfare of the labour movement." He thought that the defence fund should be available also to the Mine Workers in the coal strike.

Mr. Green's reply to Mr. Lewis cited the "crying need for the establishment and maintenance of a united labour movement," but declared that "the pooling of labour's resources while divided, as it is today, is impossible and impracticable."

John L. Lewis left the AFL in the mid-thirties and was the founder and first president of the Congress of Industrial Organizations. He resigned as president of the CIO in 1940; and subsequently his union withdrew from the CIO. In 1946 the Mine Workers affiliated again with the AFL, but withdrew in 1947 and are at present independent.

**Settlement
of U.S.
steel strike**

Settlements were reached by the United Steelworkers of America with the major firms in the United States steel industry between October 31 and mid-November. The strike had begun on October 1 (L.G., Nov., 1949, p. 1339), following the breakdown of negotiations over the question of pensions and social insurance.

The first important agreement to be reached was between the union and the Bethlehem Steel Corporation. The com-

pany's statement in regard to the settlement indicated that its existing pension plan would be amended by increasing minimum pensions from \$50 a month to \$100 a month for employees with 25 years of service at age 65 or over. Pensions payable under the plan would be reduced by the amounts payable under federal social security legislation.

A union statement stressed that the \$100 pension was only for the lowest hourly rated employees, and that for the higher rated employees the pension would go as high as \$250 or more.

The agreement also provides a contributory social insurance program for death, sickness and accident, and hospitalization benefits.

The company did not announce the cost of the plan, but the union president, Philip Murray, estimated that the pension plan would cost the company close to 12 cents an hour, while the insurance provisions, to be shared equally by the company and employees, would total 5 cents an hour.

Mr. Murray said that the minimum pension for employees with 15 years of service would be \$65, and that it would be \$80 for employees with 20 years of service.

The plan will be supervised by a joint pension committee of ten, divided equally between the union and management. The meetings of the committee will be held once or twice a year.

The social insurance provisions include life insurance at a minimum of \$2,100 and an average of \$3,000; an average paid-up life insurance policy of \$1,250 to \$1,500 at retirement; \$26 a week for sickness for twenty-six weeks; and a Blue Cross contract or its equivalent for employees, wives and dependent children up to 19 years of age, with hospitalization up to seventy days.

Following the Bethlehem settlement, agreements were reached within the ensuing fortnight with other major steel producers, which were reported to follow the general pattern of the Bethlehem settlement.

**Paid
vacations
on increase
in U.S.A.**

"More workers received paid vacations under the terms of collective bargaining agreements in 1949, than in any previous year," according to an article in the October issue of *Labour Information Bulletin*, a publication of the United States Department of Labour. Not only that, but "many of these workers also received, for the first time, a two-week—and in many instances a three- or four-week—vacation as a result of the growing tendency to grant longer paid vacations to senior employees."

A recently completed study of about 1,500 collective bargaining agreements conducted by the U.S. Bureau of Labour Statistics indicated that "better than nine out of every ten agreements (93 per cent) contain vacation provisions." Some "three-fifths of these agreements give two weeks, while one-third give more than two weeks, as the maximum vacation allowed to employees with the proper service qualifications."

To indicate the expansion of the paid-vacation clauses in collective agreements during recent years, it is stated that a similar survey in 1944 showed that "only 1.5 per cent of the unionized plants covered in 1944 gave their long-service employees more than two weeks of vacation with pay." This is in contrast with 32 per cent of the agreements containing vacation privileges that were covered by the 1949 survey.

It is pointed out that most of the vacation clauses in the agreements (eight out of ten) provide for "graduated" plans; that is, time off for a varying number of days or weeks depending upon the individual worker's length of service, while only one out of every ten provide for uniform vacations of equal length, irrespective of service.

None of the agreements studied in the 1949 survey, it is stated, "required employees to accept less compensation than they would normally have earned had they worked during their vacations." The agreements examined were negotiated by firms widely distributed throughout the United States and were "about evenly divided between affiliates of the AFL and the CIO." Independent, or unaffiliated unions accounted for approximately one-eighth of the total.

Definition of "supervisor" broadened by NLRB

The National Labour Relations Board of the United States recently formulated a new definition of "supervisor". New York news reports state that under the former ruling an employee who spent at least 50 per cent of his working time as a non-supervisor was rated as a rank-and-file employee. Under the new rule, an employee ranks as a supervisor if he performs a supervisor's functions for as little as one day in a five-day week. The Board held, therefore, that in such cases, the employee's interests were "closely tied with those of management." As a result of the ruling, such an employee would be disqualified from taking part in a certification vote.

Race bias results in refusal of insurance benefit

According to the Monthly Labour Bulletin of the State of Connecticut, that State's Unemployment Insurance Commissioner has ruled that an employee's refusal to work with others because they are of another race does not constitute sufficient cause for quitting a job.

The ruling was given in rejecting an application for unemployment insurance benefit because the reason given by a worker for quitting her job was her disinclination to work with Negroes.

Mexican Congress on labour and social welfare

The third national labour congress was held recently in Mexico City, under the auspices of the Ministry of Labour, for the purpose of studying the present state of labour legislation in Mexico in all its aspects. The Under-Secretary of Labour stated that since the last labour congress, in 1934, the industrial development of Mexico had undergone great changes while the law had stood still. There was consequently a need for better health, safety and welfare legislation.

Delegates from official bodies, workers' organizations and employers' groups were invited, as well as observers from professional organizations, universities and foreign missions in Mexico. Great Britain, the United States and Argentina were represented by their labour attachés. The ILO correspondent in Mexico held the dual function of ILO observer and member of the organizing committee, and a member of the governing body of the ILO took a prominent part in the congress. Of the 50 persons in the employers' delegation, 32 were lawyers and several of the remainder were officials of associations. The workers' delegation was made up from a number of labour organizations, each in proportion to its size. All the principal organizations attended officially, 18 of the 50 workers' seats being given to the Mexican Federation of Labour and six to the closely allied Federation of Mexican Workers and Peasants. The rival workers' organizations worked together both in the small groups on the committees and in the plenary sessions.

A number of important results emerged from the Congress. Pressure from the Ministry of Labour to raise to 14 the minimum working age for boys and prohibit night work for those under 18 resulted in the

passage of a resolution containing that principle, but permitting exceptions where school facilities were not available and where other economic and social factors made work more advisable than leaving the child in idleness.

The Congress reached an agreement to introduce new machinery to abolish the evils of home-work. It was recommended that legislation should be introduced to place the conditions of home employment under Federal, as distinct from State supervision; to require employers giving out work to home-workers to do so only with special administrative permission which would need to be renewed every time the employer changed his address; to introduce criminal penalties for those who fail to comply with the legal minimum provisions for home-workers; to concert action between Ministry of Labour and Income Tax Inspectors in investigating this type of employment; to replace home employment wherever possible by factories properly provided with infant centres or nursery schools; and to arouse public interest by suitable exhibitions of the exploitation of home-workers.

Proposals of the Mexican Federation of Labour dealing with strikes, and Federal rather than State jurisdiction over labour legislation were not acted upon.

Plan to expand job placements for Negroes

In keeping with its long-standing policy of discouraging discriminatory practices in hiring, the United States Employment Service is taking further steps to expand job opportunities for Negroes, according to the *New York Times*.

Under a special agreement, public employment officers throughout the country will co-operate on the project with officials of the National Urban League, a private social welfare agency devoted to improving the status of Negroes.

The plan proposes a pooling of resources of both public employment offices and the Urban League to overcome prejudice against Negroes. A main feature in the plan is arrangement for joint conferences with employers to be scheduled by representatives of a local employment office and of the League. These conferences are considered to be the best means by which to convince employers that Negroes are satisfactory employees.

The League has been active for 39 years in breaking down barriers against the coloured race. In the opinion of its officials, the last ten years have witnessed greater

progress than any other decade in the agency's work, although it is stated that there are still large industrial areas where occupations are closed to Negroes.

Minimum wage raised in U.S.A.

On October 26, President Truman signed the Fair Labour Standards Amendments of 1949, which will raise the minimum wage established by federal law in the United States from 40 cents to 75 cents an hour. In his economic report to Congress in January, 1949, the President summed up the basic reasons for requesting revision of the 1938 minimum wage-maximum hour law as follows:—

"While we are fighting further inflation, we should recognize that severe hardship has already been imposed on those whose incomes have lagged far behind the increase in the cost of living. Whatever is feasible to alleviate this hardship should be accomplished without delay. I recommend specifically:

"That the coverage of the Fair Labour Standards Act be broadened and the minimum wage increased from the present 40 cents an hour—a figure determined in 1938—to at least 75 cents an hour. It should be permissible to provide higher minima by tripartite action of employers, unions, and the Government on an industry basis."

A Bill providing for the raising of the rate from 40 to 75 cents an hour and for considerable extension of coverage was introduced in the House of Representatives on March 3. This Bill did not get beyond the Rules Committee of the House. A substitute Bill supported by the Southern Democratic-Republican coalition was passed in the House, August 11, and passed with amendments in the Senate August 31. The Bill and the amendment were then referred to a joint Congressional conference committee which drafted a compromise Bill which was accepted by both the House and the Senate.

The main changes in passage concerned coverage. It was estimated that the Administration's Bill as introduced would have brought some 900,000 additional workers under the Act. The effect of the Act as passed will be to reduce the coverage by several hundred thousands. A detailed report of the provisions of the Act and a comparison with the 1938 law which it amends will be found on p. 1576.

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA, 1948, BY INDUSTRY*

About 35 per cent of the wage and salary workers in Canada were employed under the provisions of Collective Agreements in 1948. The increase of 8.3 per cent in the number under agreements was due partly to higher general employment, but mainly to the completion of additional agreements. Almost 4,000 agreements were in effect during 1948, affecting 1,212,964 workers. The number of workers involved in strikes during the year was about 42,800. The relatively small number of strikes and of workers involved in them is an indication of the success of collective bargaining and of conciliation procedure during the year.

There were 1,212,964 workers employed under the terms of collective agreements in Canada in the year 1948, an increase of 8.3 per cent over the 1947 total number and 21.8 per cent over 1946, the year for which the compilation was made for the first time.

The accompanying table shows the number of workers affected by industrial groups for the year 1948, with revised figures for the years 1946 and 1947. This table was compiled from information received from employers in the annual survey of wage rates and hours of labour in Canada, supplemented by additional information from employers and unions. In the great majority of cases, then, the number of workers is that reported by individual employers or employers' associations. In the remainder, the unions' estimates were used. These apply mainly to agreements made between a local union and a number of employers each of which employs a small number of workers, e.g. many of the construction trades agreements.

The percentage of the estimated total number of employed wage-earners and salaried workers in Canada (3,441,000 at November 20, 1948) who were covered by collective agreements in 1948 was 35.3. The numbers under agreement in certain main industrial groups expressed as a percentage of total paid workers in the industry were: Forestry, Fishing, Trapping—39.3; Mining—58.8; Manufacturing—51.5; Electricity and Gas—46.4; Transportation and Communication—75.0; Trade—6.4; Service—10.3.

The increase in the number of workers covered by agreements in 1948 was due in part to somewhat higher general employment, as indicated by official estimates, but

to a greater extent due to new agreements which covered workers in establishments not previously operating under agreements. Notable increases due to this latter factor are found in the cartage and trucking, trade and service industries. In those industries where decreases in the number affected are shown, this is attributable almost entirely to decreases in the number employed in establishments under agreement, e.g. in the shipbuilding industry, and very rarely to any reduction in the number of agreements.

In addition to the agreements made between one employer and one union for one establishment, there are: agreements between one employer and one union for a number of establishments in different localities, e.g., meatpacking companies; separate agreements between one employer and a number of unions, e.g., certain pulp and paper companies; agreements between an association or a number of employers and one union, e.g., in the clothing manufacturing industry. The number of agreements, therefore, does not correspond to the number of establishments affected by

* A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements are published each month in the *LABOUR GAZETTE*. The Economics and Research Branch makes analytical studies of current agreements on file, by industry and by topic. Eight previous studies have been made covering: the Pulp and Paper Industry; the Manufacture of Iron and Steel and their Products; the Manufacture of Non-Ferrous Metal Products, Non Metallic Mineral Products and Chemical Products; the Coal Mining Industry; the Fishing Industry; Numbers of Workers Affected by Collective Agreements in Canada, 1946 by Industry; Extent of Collective Bargaining between Unions and Employers' Associations or Groups; Numbers of Workers Affected by Collective Agreements in Canada, 1947, by Industry. These have been published in previous issues and have also been printed as separate bulletins. Copies of most of these bulletins are available, on request.

agreements. There were approximately 3,950 collective agreements in effect in the year 1948. There are no doubt a small number of additional agreements in Canada which have not come to the attention of the department, but these probably concern relatively few workers.

The table includes the number of workers affected by agreements extended under the Collective Agreement Act of the Province of Quebec. Under this Act, the terms of agreements made between a number of employers and a union or unions may, under certain conditions, be extended by provincial Order in Council to apply to all employers and workers in the industry in the zone affected, or even to the whole province. A number of the agreements made in the Province of Quebec have been so extended, notably in the construction industry, the boot and shoe, fur, clothing, printing, garages and service station industries. The figures as to the number affected are those issued by the provincial government. In some cases more complete union agreements, dealing with union security and other clauses not covered by the Act, exist in the same industry and are therefore included in the first two columns of the year 1948 in the table. However, any duplication is eliminated in the totals for each year.

The number of workers under agreement does not correspond to the union membership. In cases of closed and union shop agreements, all those affected are union members, but under all other agreements non-union employees in the bargaining unit are affected by the terms of the agreement

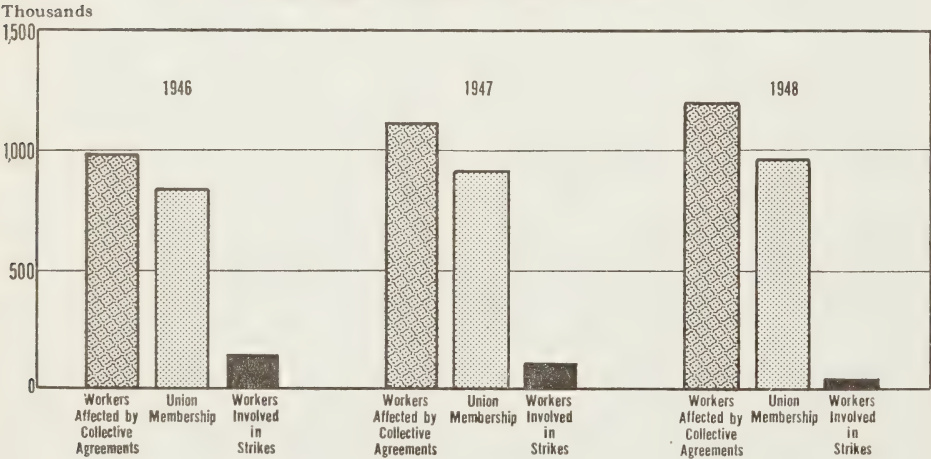
as well as union members. Also, employees may be members of unions in some cases where no collective agreements have been made. Actual union membership in Canada was 977,594 in 1948 (L.G., Sept., 1949, p. 1095).

The table includes not only agreements between employers and national and international unions but also those in which the workers were represented by independent local unions, associations of employees or plant councils, whose membership was confined to the employees of one company and which were not affiliated with any central labour organization. The total number of workers under agreement who are represented by such employees' associations, plant councils and unions not affiliated with any central labour organization was about 94,000 or 7.8 per cent of the total number of workers affected by all agreements, most of which are not included in the total of union membership in Canada.

It is of interest to note that in the year 1948, only 42,820 workers were involved in strikes or lockouts (See *Strikes and Lockouts in Canada, 1948*, a supplement to the *LABOUR GAZETTE*, April, 1949). This number represents only 1.2 per cent of the total number of wage and salary workers and 3.5 per cent of the workers in Canada affected by collective agreements. Of these 42,820 workers who were involved in work stoppages, 25,220 were involved in demands made in connection with negotiations for renewals of agreements or for first agreements, while the remainder were on strike over other questions mainly in connection with wage demands.

COLLECTIVE AGREEMENTS IN CANADA

Number of Workers Covered, Compared with Trade Union Membership, and Number of Workers Involved in Strikes



Most of the agreements come up for renewal once in each year and have some provision for termination after notice. Most of them also have clauses providing a grievance procedure. It is a commentary on the attitude of both workers and employers as well as on the effectiveness

of collective bargaining and conciliation procedure that so few work stoppages result from the possibilities for dispute in concluding and maintaining such a large number of agreements covering such a large proportion of wage and salaried workers.

NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA 1946, 1947 AND 1948, BY INDUSTRY

Industry group	1946	1947	1948		
	Total	Total	Agreements (other than those extended under Collective Agreement Act, Quebec)	Agreements extended under Collective Agreement Act, Quebec	Total (a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
TOTALS.....	995,736 (b)	1,120,310 (b)	1,045,889	204,428	1,212,964
Agriculture.....	nil	nil	nil		nil
Forestry, Fishing, Trapping.....	38,471	42,029	43,278		43,278
Fishing.....	7,671	9,571	8,720		8,720
Forestry and logging.....	30,800	32,458	34,558		34,558
Hunting and trapping.....	nil	nil	nil		nil
Mining (including milling),					
Quarrying, Oil Wells.....	48,823	45,595	49,994	40	49,998
Asbestos mining.....	3,984	4,338	5,041		5,041
Coal mining.....	23,254	21,073	22,435		22,435
Metal mining.....	19,358	17,141	19,215		19,215
Other mining.....	267	464	447	40	451
Oil and gas wells.....	842	843	950		950
Quarrying, sand pits.....	1,118	1,736	1,906	(c)	1,906
Manufacturing.....	494,187	575,943 (b)	557,280	88,603	615,488
Vegetable Foods.....	24,623	23,755	24,166	1,209	25,375
Biscuits, confectionery, cocoa.....	1,233	2,779 (b)	4,252		4,252
Bread and bakery products.....	8,977	7,575 (b)	4,834	1,209	6,043
Flour and feed.....	2,506	2,552	3,147		3,147
Fruit and vegetable products.....	6,790	5,484	6,516		6,516
Sugar products.....	2,286	2,736	2,737		2,737
Other vegetable foods.....	2,831	2,629	2,680		2,680
Other Vegetable Products.....	31,940	33,318	33,720		33,720
Aerated and mineral waters.....	46	17	61		61
Liquors, wines, beer.....	9,082	10,405	10,313		10,313
Rubber products.....	16,638	17,852	16,575		16,575
Tobacco, cigars, cigarettes.....	6,174	5,044	6,771		6,771
Animal Foods.....	22,575	24,906	21,869		21,869
Butter, cheese, condensed milk.....	798	912	829		829
Fish products.....	4,762	6,877	6,173		6,173
Meat products.....	17,015	17,117	14,867		14,867
Leather and Fur Products.....	25,669	28,374 (b)	12,338	19,881	27,744
Boots and shoes.....	14,175	15,816	4,675	13,516	16,008
Fur products.....	4,312	5,396 (b)	3,553	3,515	4,962
Gloves.....	2,307	2,461	318	2,153	2,415
Harness and repair.....	41	22	5		5
Shoe repair.....	nil	nil	nil		nil
Tanning.....	3,691	3,943	2,878	697	3,445
Other leather products.....	1,143	736	909		909
Textile Products.....	76,850	87,560	83,452	32,302	99,044
Awnings, bags, tents, sails.....	456	478	98	311	409
Carpets, mats, rugs.....	535	584 (b)	436		436
Cordage, rope, twine.....	982	634	781		781
Cotton cloth, yarn, thread.....	17,400	20,436	22,883		22,883
Hats and caps.....	4,882	3,388	3,586	1,307	3,586

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN
CANADA, 1946, 1947 AND 1948, BY INDUSTRY (con.)**

Industry group	1946	1947	1948		
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	Total(a)
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Continued)					
Textile Products (<i>con.</i>)					
Hosiery and knitted products....	5,514	7,028	8,841	.....	8,841
Men's and women's furnishings, n.e.s.....	2,850	5,170(b)	5,663	1,191	6,454
Silk and artificial silk.....	3,344	4,184	7,603	.....	7,603
Suits, coats, garments (including tailoring).....	32,932	36,738(b)	23,377	29,493	37,867
Woollen cloth, yarn.....	6,709	7,109(b)	7,844	.....	7,844
Other textile products.....	1,246	1,811	2,340	.....	2,340
Wood and Paper Products (includ- ing printing).....	96,560	119,445	115,335	16,672	128,525
Boats and canoes.....	nil	nil	nil	.....	nil
Boxes, baskets, barrels.....	1,167	2,052	1,849	.....	1,849
Carriages, wagons, sleighs.....	nil	nil	194	.....	194
Furniture, upholstering and repair	6,968	9,512	4,915	5,726	9,221
Paper products.....	8,875	11,108(b)	11,046	2,810	13,741
Photography.....	nil	nil	nil	.....	nil
Printing, publishing, engraving...	18,104	20,357	15,011	7,372	20,436
Pulp and paper.....	37,697	41,484(b)	41,740	.....	41,740
Saw and planing mill products....	21,573	32,807	38,894	764	39,658
Other wood products.....	2,176	2,125	1,686	.....	1,686
Iron and Its Products.....	135,618	160,178	159,069	15,480	170,141
Aircraft.....	6,903	4,184	5,837	.....	5,837
Automobiles and cycles.....	25,734	31,260	32,223	.....	32,223
Automobile repair (including garages).....	9,754(d)	10,844(d)	1,995	9,235(d)	11,006(d)
Blacksmithing.....	nil	nil	nil	.....	nil
Boilers, engines, machinery, n.e.s.	16,758	19,645	23,858	.....	23,858
Farm machinery and implements	10,694	10,902	12,348	.....	12,348
Firearms and guns.....	nil	75	69	.....	69
Foundry products.....	14,826	18,290	19,754	.....	19,754
Hardware and tools.....	2,116	4,581	5,583	.....	5,583
Munitions, n.s.....	nil	nil	nil	.....	nil
Primary iron products.....	16,091	17,503	17,883	.....	17,883
Railway rolling stock and repair..	4,722	4,548	7,343	3,042	8,005
Sheet metal products and repair..	8,994	10,375	7,593	2,811	8,600
Shells and bombs.....	nil	40	43	.....	43
Shipbuilding and repair.....	11,771	17,147	12,841	.....	12,841
Tanks and universal carriers.....	nil	nil	nil	.....	nil
Wire and wire products.....	3,202	5,927	6,634	.....	6,634
Other iron products.....	4,053	4,857	5,065	392	5,457
Non-Ferrous Metal Products.....	50,339	62,160	68,249	539	68,788
Brass and copper products.....	4,889	5,515	5,690	.....	5,690
Electrical products and repair...	25,046	32,701	37,008	.....	37,008
Jewellery, watchmaking and repair.....	1,201	1,279	967	539	1,506
Non-ferrous metal smelting, refining.....	8,890	9,051	9,417	.....	9,417
Other non-ferrous metal products.	10,313	13,614	15,167	.....	15,167
Non-Metallic Mineral Products....	15,795	18,354	18,885	858	19,743
Asbestos products.....	708	915	987	.....	987
Brick and tile.....	1,606	1,718	1,699	.....	1,699
Glass products.....	3,353	3,322	3,596	.....	3,596
Lime, plaster, cement.....	1,889	3,021	3,121	.....	3,121
Monumental and building stone..	615	1,042	73	858(c)	931
Petroleum products.....	4,750	5,541	6,138	.....	6,138
Pottery and china.....	701	843	1,176	.....	1,176
Other non-metallic mineral prod- ucts.....	2,173	1,952	2,095	.....	2,095

**NUMBERS OF WORKERS AFFECTED BY COLLECTIVE AGREEMENTS IN CANADA,
1946, 1947 AND 1948, BY INDUSTRY (conc.)**

Industry group	1946	1947	1948		Total(a)
	Total	Total	Agree- ments (other than those extended under Collective Agreement Act, Quebec)	Agree- ments extended under Collective Agreement Act, Quebec	
	Number of workers	Number of workers	Number of workers	Number of workers	Number of workers
Manufacturing (Concluded)					
Chemical Products.....	11,325	14,075	14,963	1,662	15,305
Drugs and medicine.....	1,148	1,147	1,165		1,165
Explosives and ammunition.....	862	1,492	1,544		1,544
Paints and varnishes.....	2,367	2,486	2,282	1,662	2,624
Soaps and toilet preparations.....	923	970	1,164		1,164
Other chemical products.....	6,025	7,980	8,808		8,808
Miscellaneous products.....	2,893	3,818	5,234		5,234
Electricity, Gas and Water Pro- duction and Supply.....	15,754	18,350	18,548		18,548
Electric light and power.....	13,837	15,780	15,946		15,946
Gas.....	1,917	2,570	2,602		2,602
Water.....	(e)	(e)	(e)	(e)	(e)
Construction (g).....	96,873(b)	111,769(b)	40,027	85,479	125,009
Transportation and Communi- cation.....	232,248	241,983	253,550	9,224	258,154
Air transportation.....	2,590	3,486	4,060		4,060
Cartage and trucking.....	2,563	4,687	7,933	4,316	11,754
Electric railways and local bus lines	20,149	20,334	22,016		22,016
Radio broadcasting.....	70	55	75		75
Steam railways (including express)	139,298	147,139	151,669		151,669
Storage.....	1,837	2,288	2,204		2,204
Taxicab and inter-urban bus lines...	3,475	4,846	5,215		5,215
Telegraph systems.....	4,178	4,874	5,040		5,040
Telephone systems.....	20,348	22,032	23,080		23,080
Water transportation (including stevedoring).....	37,740	32,242	32,258	4,908	33,041
Other transportation and communi- cation.....	nil	nil	nil		nil
Trade.....	20,828(d)	25,759(b)(d)	20,286	11,703(d)	31,989(d)
Finance and Insurance.....	(f)	(f)	nil	(f)	(f)
Service.....	48,552	58,882	62,926	9,379	70,500
Professional Establishments.....	6,175	6,404	3,985	4,493	8,478
Public.....	26,067	35,344	41,470	1,568	41,233
Recreational.....	280	337	1,027		1,027
Business.....	nil	nil	nil		nil
Personal.....	16,030	16,797	16,444	3,318	19,762
Barber and hairdressing.....	4,866	4,206	262	2,878	3,140
Domestic Service.....	nil	nil	nil		nil
Laundering, dyeing, cleaning, pressing.....	900	1,145	1,858		1,858
Hotels, restaurants, cafes, taverns	9,865	10,500	13,367	215	13,582
Undertaking.....	233	242	nil	225	225
Other personal service.....	166	704	957		957

(a) These totals are not the sum of the numbers in the two previous columns. Duplications are eliminated. (b) Revised.

(c) This agreement, for the building materials industry in the province of Quebec, is included under "Manufacturing" but also covers granite and marble quarrying. Information not available as to the number in each industry.

(d) Agreements affecting workers in garages and service stations, in the province of Quebec, included under "Manufacturing" also affect "Trade" in so far as service stations are concerned. Information not available as to the number in each industry.

(e) Water supply covered under "Service—Public".

(f) One agreement for several towns in Quebec included under "Trade" also includes employees of financial institutions.

(g) Agreements for building workers extended under the Collective Agreement Act, Quebec, include maintenance work and certain shop work which is not included in the construction industry in the Dominion Bureau of Statistics classification.

ANNUAL MEETING OF CANADIAN CHAMBER OF COMMERCE

At its twentieth annual meeting the Canadian Chamber of Commerce endorsed the principle of collective bargaining, but at the same time recorded opposition to the principle of industry-wide bargaining. It also urged that the term "treason" be re-defined in the Criminal Code, and called for the strengthening and strict enforcement of the law.

Declarations of policy adopted by the Canadian Chamber of Commerce at its twentieth annual meeting, held in Montreal on October 25, 26 and 27, included a restatement of policy on employer-employee relations.

The Chamber also expressed its views on such topics as communism, freedom of enterprise, social security, and immigration. The Prime Minister, Rt. Hon. Louis St. Laurent, addressed the meeting, dealing mainly with the relationship of free enterprise and social security.

Employer-Employee Relations

The following is the text of the Chamber's policy declaration on the subject of employer-employee relations:—

The Canadian Chamber of Commerce reiterates that, if Canada is to maintain a high standard of living for her citizens, harmonious industrial relations are essential. In their turn, harmonious relations depend upon a more general recognition of the mutuality of interest of management, labour and capital, and between these three and the community they serve.

While legislation cannot in itself ensure good relations between management and labour, it can exert a powerful influence, either for good or evil. The Chamber believes that any legislation passed on this vital subject should recognize that both employees and employers have responsibilities as well as rights and should maintain a just and proper balance between the rights and responsibilities of employees on the one hand, and those of employers on the other. Within this framework employers and employees should be left the maximum freedom to work out their common problems without governmental intervention.

The Chamber emphasizes that the democratic liberties of the citizen must be protected at all times and that it is the right of every individual freely to follow the vocation of his choice regardless of his membership or non-membership in a union or employees' organization.

The Chamber supports the principle of collective bargaining between the representatives of employers and employees. Once an agreement is reached it believes that both parties should be equally responsible under the law for the faithful observance of its terms. Unions and other

employees' organizations have responsibilities to the public, to employers and to their own members, just as management has responsibilities to the public, to its employees and to shareholders.

The Chamber believes that the present economic conditions call for the exercise of restraint and voices the warning that no economy can support a continuing upward spiral of wages or other factors which will result in a top-heavy cost structure leading to inevitable collapse.

The Chamber is opposed to any legislation or provisions in collective agreements which would have the effect of enabling either employers or trade unions to exercise a coercive monopoly over either group or the public and is, therefore, opposed to the principle of industry-wide bargaining. The provinces are urged to retain jurisdiction over industrial relations for which the responsibility was vested in them under the British North America Act.

The Chamber favours the exclusion of management representatives, including foremen and supervisors, from any certified bargaining unit and urges the incorporation of this exclusion in labour legislation.

While the legal requirements with respect to strikes are being carried out in large measure, the occasions where "illegal" strikes occur are too numerous. The Chamber reiterates that the unrestricted use of the strike weapon cannot be allowed if the vital interests of the country as a whole are to be safeguarded.

While not denying the right of labour to strike, the Chamber believes that all strikes should be prohibited until they have been authorized by a majority of all the employees affected in a government-supervised and secret ballot, held after the expiry of a "cooling-off" period. Sympathetic strikes, mass picketing and the secondary boycott are inconsistent with the Canadian way of life and should be prohibited.

The Chamber believes the privileges and protections of Canadian labour legislation should not be extended to any organizations which are led or dominated by communists, communist sympathizers, or members or supporters of any organization that believes in or teaches the overthrow of the government by force or unconstitutional means.

Communism

The Chamber reaffirmed its policy of "vigorous opposition" to communism, and declared its intention of continuing to

oppose this "menace" and to develop a wider public appreciation of the danger it represents.

"The avowed communist objective of attempting to create a totalitarian state by violence is a direct threat to national security. Accordingly, communists should be barred from government employment, education, transportation, communications and similar vital services," it stated.

The Chamber expressed approval of the steps already taken by the Government to keep "foreign communists and other revolutionary agitators" out of Canada, and to deport those already here.

Since the objective of communism is disruption, the infiltration of communists into labour organizations "makes harmonious labour-management relations difficult," it was claimed. All governments in the Canadian jurisdiction, it was further stated, "should examine their respective statutes and, by amending or deleting unenforceable laws, orders and regulations, and substituting therefor effective and enforceable legislation, should be vigilant in the strict preservation and maintenance of law and order." It urged that the term "treason" be re-defined and strengthened in the Criminal Code, and that the provisions of the Code be strictly enforced.

Freedom of Enterprise

The Chamber again recorded its "unswerving" support of the system of private enterprise, and its "vigorous opposition to socialism or to any other system which weakens or destroys the rights and freedom of the individual citizen. . . . Socialistic bureaucracy never can possess the initiative and dynamic qualities of private enterprise, which must of necessity have strict regard at all times for economy and efficiency in its operation, and be under the constant stimulus of competition."

Social security must not become "an end in itself," it was declared. "We must beware of looking to the State to provide security to the extent that the individual loses incentive to provide for himself. Social security must not be regarded as an alternative to fairly paid employment. Neither should opposition to socialism be misinterpreted as opposition to increased social welfare."

The Chamber commented the "growing awareness" of Canadian business in the field of social welfare "as evidenced by the number of employer-sponsored schemes for retirement pensions, health insurance, holidays with pay, and similar welfare measures."

High taxes make personal savings increasingly difficult, it was pointed out, and citizens "are led to expect the government to supply those social welfare benefits which were formerly paid for out of personal savings. . . . Demands for lower taxation are incompatible with demands for increased government services necessitating heavy spending. Excessive taxation, excessive bureaucracy and excessive governmental control all tend to stifle freedom of enterprise and, consequently, must be avoided."

Immigration

The Chamber advocated a long-range immigration program, administered by a separate Minister of Immigration, and the appointment of a "National Advisory Committee of leading Canadian citizens" to work as a continuing group with the Minister. Canada's economy is capable of supporting a larger population, it asserted, and the Chamber "agrees with the Federal government's statement that, in a world of shrinking distances and international insecurity, we must recognize the danger when a small population attempts to preserve for itself so rich an area."

Statutory Holidays

Approval was given to the principle of holding Dominion statutory holidays (except Christmas, New Year's Day and Good Friday) on the nearest Monday. The Chamber also recommended that the King's Birthday should be celebrated to coincide with Empire Day, on the Monday nearest to May 24.

United Nations Organization

The Chamber recorded its support of the "purposes of the United Nations," and called upon its members to lend their active and whole-hearted aid in promoting those purposes.

Prime Minister's Address

Mr. St. Laurent, in his address, told the delegates that if free enterprise is to endure the majority of the people must be satisfied, "and must continue to be satisfied," that it is the best available means of meeting their economic needs and giving them a fair share of the good things of life. "Free enterprise can only exist in a free society. And the essence of a free society is that the will of the people must prevail."

Continuing, Mr. St. Laurent said, "there are some businessmen who talk as though free enterprise and social security were in some way opposed to one another. . . . I

do not believe it is true. Because if it is, I am confident that, when the people generally have to choose which they prefer, the majority will choose social security rather than free enterprise.

"But there is no need to make such a choice because real social security strengthens instead of weakening free enterprise."

Mr. St. Laurent said he preferred to use the term social insurance rather than social security. "So far as the whole community is concerned, it is my belief that social insurance should have the same function that fire insurance, for example, has in the promotion of private enterprise.

"But in society as we know it today social insurance must go beyond the kind of insurance for which a premium is paid to provide against a risk which is likely to occur and frequently does occur. In addition to meeting the hazards of unemployment, accidents, sickness, and old age, we must seek to give to as many of our people as possible the opportunity to develop their talents and make a success of their lives. That is the purpose, for example, of expenditures by government for education and Family Allowances."

Mr. St. Laurent saw dangers ahead, however, if social insurance is provided to the point where it weakens the incentive to produce.

It is too often forgotten that enterprise really means adventure, he said. "I think if we sometimes use the word 'adventure' instead of 'enterprise' we will give ourselves and the public a clearer idea of the real purpose of the enterprise system.

"And before we start to defend the enterprise system, perhaps our first duty is to make sure that it really is an adventure system; that our businessmen really are taking risks; that they really are seeking to develop new wealth, and not merely to preserve the wealth their fathers or grandfathers amassed."

This is a matter of much concern to the Government, he added, "because we count mainly on free enterprise to keep up employment and prosperity."

Referring to the recent serious deterioration of the dollar position of the United Kingdom and the sterling areas, both the United States Government and our own recognize that it is also our problem, Mr. St. Laurent stated.

"The revaluation of the pound was only one—though a most important one—of the measures the United Kingdom is taking to stimulate exports from Britain and the sterling area to this continent.

"Now, so far as Canada is concerned, it is up to us, the government, the businessman, the industrialist and the worker, to do our part to assist in this endeavour.

"I want to make the same appeal to you in the Chamber of Commerce that I made in a speech to the Canadian Congress of Labour some weeks ago. Let us allow a little time for the changes resulting from the world-wide revaluation of currencies to work themselves out and for adjustments to be made, before concluding that any of us are going to be worse off than we have been."

In conclusion, he said, "militant communism and other ideologies will never be overcome by retreat and withdrawal and isolation. Free institutions, free enterprise and a free society must once again become militant too.

"Freedom should be the leading export of this North American continent.

"But freedom will find a market in many other countries only to the extent that free institutions appear to those other countries to offer to the millions, and hundreds of millions, of men and women who live there, opportunities and aids to secure for themselves and their families some adequate measure of the material things without which life itself is not possible."

STATEMENT OF MINISTER OF FINANCE RESPECTING RENT CONTROL

Further measures of decontrol in respect to rentals were announced early in November. The Government's attitude towards the continuance of controls after March 31, 1950, was also stated.

Speaking in the House of Commons on November 3, the Minister of Finance, Hon. Douglas Abbott, made a statement of Government policy with respect to rent control.

He announced further measures of decontrol, and stated that the Government intended to ask Parliament to grant a further extension of the rentals regulations after March 31, 1950, provided the Supreme Court ruled favourably as to the right of Parliament to extend these regulations.

The text of Mr. Abbott's statement is as follows:—

For some time now the Government has been considering what action should be taken with respect to rent control when the present legislation expires. As honourable Members are aware, the Continuation of Transitional Measures Act, 1947, will expire on March 31, 1950, or sixty days after Parliament first meets during the year 1950, whichever date be the earlier.

Just about a year ago—to be exact, on October 23, 1948—I wrote to the premiers of each of the provincial governments, advising them that the federal government was prepared to vacate the field to any province which might decide to undertake rent control. I offered, on behalf of the Government, to make available to any province the records, information, experience and staff of the rentals administration and also, subject to Parliament's approval, to pay the cost of any provincial rental administration for one year. At the same time I reminded the provincial premiers that the constitutionality of federal rent control had been questioned and was before the courts, and referred to the situation that would arise should federal rent control be held to be invalid.

Provinces Decline to Undertake Rent Control

None of the then existing provinces was prepared to undertake rent control. On the other hand, when Newfoundland joined Canada it retained its own system of rent control.

In offering to vacate the field to the provinces a year ago the federal government was not seeking to relieve itself of responsibility for rent control. It was motivated solely by concern for the situation that would arise should rent control be held to be beyond the constitutional powers of the federal authorities. It believed at that time that the sudden end of rent control would result in unnecessary disruption and hardship, and it offered to put the matter beyond doubt by giving the provinces an opportunity to introduce legislation that could not be successfully challenged in the courts.

May I say at this point that the advice which the Government receives from its law officers is that the existing federal regulations with respect to rent control are valid. But in a matter which concerns the welfare of so many Canadians the Government would not be discharging its responsibilities to the people of Canada as it should if it did not take every precaution. It is possible that the courts would decide that our regulations are unconstitutional. We cannot disregard that possibility.

Reference to Supreme Court

If there was uncertainty about the position a year ago, there is at least the same degree of uncertainty today. The Government has therefore decided to refer the question of the validity of the rental regulations to the Supreme Court, in the hope and expectation that a decision will be given before the present legislation expires. As I have said, the law officers of the Crown are of opinion that the rentals regulations are valid. They are also of opinion that both the law and the facts support the view that it lies within the authority of Parliament to extend these regulations for a further period. Counsel will be instructed by the Attorney-General of Canada to press this view before the court. The Order in Council making the reference is being prepared and when approved will be tabled in this House.

If no unfavourable decision is given, the Government at the next session will ask

Parliament to grant a further extension of the rentals regulations. The Government intends to continue with its program of orderly decontrol as rapidly as conditions warrant but we do not believe that this program can be completed before March 31, 1950. Let me make it quite clear that the purpose of clarifying the legal position is not to perpetuate federal rent control. On the contrary, the purpose is to confirm our authority to proceed in an orderly way towards the eventual withdrawal of all controls. This has been our firm policy towards wartime controls in general and rent control is no exception.

Should the Supreme Court find that the rentals regulations are now beyond the powers of Parliament, then of course a different situation arises. I am accordingly writing at once to the premiers of the provinces acquainting them with our intention and offering to assist in the preparation of what might be termed "stand-by" legislation if they wish to present such legislation to their respective legislatures.

After the most careful consideration of all the alternatives, the Government believes that this course of action is the best. We believe that gradual and orderly decontrol is the right policy. At any time, however, that policy could be frustrated by an adverse decision of the courts. Such a decision might come at a most inconvenient time when the provinces might not be in a position to act as they see fit in the interests of their residents. By referring the question to the Supreme Court before the present legislation expires and by giving ample notice of our intention to do so, such a situation can, we hope, be avoided.

I should add that the federal government, of course, continues to stand ready at any time to vacate the field of rent control to any province which makes a formal request to that effect. We do not wish to stand in the way of any province which desires to operate in the field of rent control.

Further Measures of Decontrol

I also wish to take this opportunity of announcing some further measures of decontrol.

We have made some progress in the direction of decontrol since the end of the war, but a very high proportion of tenanted dwellings is still subject to the rentals regulations and maximum rentals are undoubtedly still well below the levels that would be established in a free market. Before the rentals regulations are completely withdrawn I hope that there will be some further improvement in the hous-

ing situation, and I think it fair to say that no other country is overcoming its housing shortage more quickly. Nevertheless, it seems probable that rentals might well settle eventually at a level substantially above the present maximum levels provided in our regulations. Sooner or later the adjustment must be made, and, as I have said, it is our policy to permit this adjustment to be made gradually rather than abruptly.

The rentals regulations are accordingly being amended as follows:—

(1) Rentals for rooms, parts of houses and the like, in which a tenant is required to share toilet facilities or some other similar equipment, may be increased by not more than 20 per cent. I should point out that there have been no previous general increases in maximum rentals for this kind of accommodation since the introduction of rent control. Landlords of such accommodation are also being given the right to terminate any lease on six months' notice. These changes do not apply to per person rates, that is, to rates which include services such as the provision of furniture, linen and so forth. There is already a sufficient degree of flexibility in the present regulations applying to per person rates.

(2) Landlords will be permitted to offer a term certain lease for not less than one year in consideration of a rental increase of not more than 20 per cent in the case of unheated self-contained dwellings and of not more than 25 per cent in the case of heated self-contained dwellings. This lease must contain a clause permitting the tenant to terminate it at one month's notice. If the tenant refuses the offer the landlord may require him to vacate under the laws of the province and the accommodation then becomes free of federal rent control.

(3) Landlords and tenants may enter into term certain leases of not less than two years' duration at any rental upon which they may agree. The rentals administrator has already given approval to about 2,500 joint applications by landlord and tenant to enter into such two-year leases. Hereafter these two-year leases will not require the specific approval of the administrator.

(4) Landlords who owned accommodation prior to November 1, 1949, will be enabled to gain possession for their own use as a residence on giving six months' notice declaring their need. Until now landlords have had this right only in respect of accommodation which they owned prior to November 1, 1947. The rule that such notices may not expire during the winter months is also being withdrawn. It is not

retroactive, of course, so that none of the notices already given will expire during the coming six months' period.

These are the major changes being made at the present time. They will become effective by orders of the Wartime Prices and Trade Board, as from December 15, 1949. A number of other sundry changes are also being made and they will be announced in the usual way when the orders themselves are completed and published.

May I add one final word to which I hope the press will give some prominence. In order to carry out the changes which have been announced it will be necessary

to print and distribute many thousands of forms. They will be made available as quickly as possible. Even under the most favourable circumstances, however, some time will elapse before every rentals office in the country has an adequate supply on hand. This necessary delay will not in any way affect the rights of landlords or tenants because, as I have said, the orders do not become effective until the middle of next month. My advice to the general public therefore is to wait for a further announcement by the rentals administration before applying to local offices for the forms and other details.

INTERNATIONAL LABOUR ORGANIZATION

Fourth Regional Conference of American States, Members of the ILO

The Conference discussed the problems involved in the industrialization of Latin-American countries and adopted a resolution on the social aspects of industrialization. Other resolutions dealt with such matters as the improvement of conditions of agricultural workers, living standards of indigenous populations, freedom of association, labour courts, and the application of ILO Conventions in American countries.

The fourth conference of the American states which are members of the International Labour Organization was held in Montevideo, Uruguay, from April 25 to May 7, 1949. The three previous American Regional ILO Conferences had been held in Santiago, Chile, in 1936 (L.G., Feb., 1936, pp. 159-60), Havana, Cuba, in 1939 (L.G., Dec., 1939, pp. 1239-44) and Mexico City in 1946 (supplement to L.G., June, 1946).

The following American countries were represented at the Conference in Montevideo; Argentina, Bolivia, Brazil, Canada, Chile, Colombia, Costa Rica, Cuba, Dominican Republic, Ecuador, Guatemala, Haiti, Mexico, Panama, United States of America and Uruguay. The Conference was composed of 32 government delegates, 15 employers' delegates and 16 workers' delegates, a total of 63 delegates. Also present were 50 government advisers, 16 employers' advisers and 33 workers' advisers, a total of 99 advisers. Observers from France, Italy, Nicaragua, the Union of South Africa and the United Kingdom and representatives from the Food and Agricultural Organization, the United Nations Educa-

tional, Scientific and Cultural Organization, the World Health Organization, the International Refugee Organization and the Interamerican Indian Institute were in attendance.

The Canadian delegation was composed as follows:—

Government delegates: Warwick Chipman, K.C., of Buenos Aires, Canadian Ambassador to Argentina; W. G. Stark, of Rio de Janeiro, First Secretary of the Canadian Embassy to Brazil.

Employers' delegate: Harry Taylor, of Toronto, an official of the Canadian National Carbon Company, appointed on the nomination of the Canadian Manufacturers' Association.

Workers' delegate: R. K. Gervin, of Vancouver, General Secretary-Treasurer of the Vancouver, New Westminster and District Trades and Labour Council and Chairman of the British Columbia Provincial Executive of the Trades and Labour Congress of Canada, appointed on the nomination of the Trades and Labour Congress of Canada.

Technical advisers to the Government delegates: N. D. Cochrane, of Fredericton, Deputy Minister of Labour for the Province of New Brunswick; R. H. Taber, of Ottawa, Industrial Relations Officer, Department of Labour.

Secretary-General of the Delegation: Lionel Roy, of Buenos Aires, First Secretary of the Canadian Embassy to Argentina.

The Conference, which took place in the Hotel Miramar, a municipally-owned hotel in Carrasco, a suburb of Montevideo, opened with an address of welcome by the President of Uruguay, Luis Batlle Berres. President Batlle stated that civil liberty, social legislation, care for health and education are the weapons which his country uses in its fight for happiness and progress. "Social justice without civil liberty," he said, "is the embodiment of a lie; and worse, that lie is dangerous."

The interim chairman of the Conference was Shamaldharee Lall, of India, Chairman of the Governing Body of the ILO. Other members of the Governing Body's delegation to the Conference were: government group, Luis Alvarado, of Peru, and Muhlis Fer, of Turkey; employers' group, M. P. Campanella, of Italy, and F. Illanes Ramos, of Mexico; workers' group, Leon Jouhaux, of France, and George P. Delaney, of the United States of America.

At the opening session, Fernando Farina, Minister of Industry and Labour for Uruguay, was elected president of the Conference and the following were elected vice-presidents: from the government group, Ralph Wright, Assistant Secretary of Labour, Washington, D.C., a United States government delegate; from the employers' group, Mr. Taylor, of Canada; and from the workers' group, Angelo Parmigliano, of Rio de Janeiro, President of the Federation of Commercial Workers, the Brazilian workers' delegate.

The secretariat of the Conference was headed by David A. Morse, Director-General of the ILO.

Canada was represented on the various committees established by the conference as follows: Selection (steering) Committee, Messrs. Chipman, Taylor and Gervin; Credentials Committee, Mr. Chipman (who subsequently was elected chairman of this committee); Resolutions Committee, Mr. Stark; Committee on Conditions of Employment of Agricultural Workers, Mr. Taber; and Committee on Adjustment of Labour Disputes, Messrs. Cochrane, Taylor and Gervin. No Canadian was appointed to the Committee on the Conditions of Life and Work of Indigenous Populations,

but Mr. Roy attended all sessions of this committee as an observer.

Director-General's Report: Industrialization in the Americas

In plenary session, the delegates first considered a report which the Director-General had prepared especially for this Conference. Mr. Morse's report reviewed (1) the progress of industrialization in the Americas, with particular reference to the Latin-American countries; (2) social legislation in the Americas; (3) manpower problems and migration; (4) the extent to which ILO Conventions have been ratified and applied and Recommendations adopted and implemented in American countries; and (5) work performed by the ILO in recent years in Latin America.

The report pointed out that increased industrialization, including a greater mechanization of agriculture, is a prerequisite to the elevation of the standard of living in Latin America. In the process of industrialization, the report stated, an essential part is played by four factors, namely, raw materials, capital and machinery, markets, and manpower.

"Inherent in a program of industrialization is the need of manpower, in sufficient volume and, at the same time, properly trained," said Mr. Morse. "That is why the ILO has undertaken a program of action in the field of technical training and assistance, and I am sure that the American countries will be able to appreciate at its correct value the full significance of that development. At the same time, in the great majority of countries of this continent, the volume of manpower essential for every plan of industrial improvement can only be secured by a properly studied and methodically carried out plan of migration. The ILO has also launched a program of action in this direction and I hope that here, once again, the profound sense of international co-operation between the countries with a surplus of manpower and those which, as in the case of many on this continent, are in need of it, will make itself felt."

Most of those who participated in the lengthy debate on the Director-General's report described economic conditions in their respective countries and stressed the pressing need of greater industrialization throughout Latin America. The necessity of the assistance of foreign capital in carrying out the increased industrialization of Latin America was a recurrent theme throughout the debate. In addition, many delegates emphasized the vital importance of building and maintaining a free and

progressive trade union movement in every country in this hemisphere. Mr. Morse's reply, at the conclusion of the debate, was one of the highlights of the conference. He reminded the Conference that social justice is a prerequisite to lasting peace and promised that the ILO would do all in its power to assist in raising the standard of living of the peoples of the Americas. "The ILO," he said, "will continue to wage war against the causes of war."

Resolutions

Following the debate on the Director-General's report, the Conference in plenary session gave consideration to the reports of the various committees and to draft resolutions submitted by the committees. The resolutions adopted by the Conference are summarized below.

Resolution on Conditions of Employment of Agricultural Workers in Americas

This resolution stated that in the Americas agriculture is, on the whole, the most important industry in the terms of numbers employed and of population dependent thereon; that conditions of employment in agriculture have not generally attained the standards reached in other industries; that a general lack of social and economic security affects all aspects of the lives of farm workers and is of concern to the rural population as a whole; that such conditions create the danger of rural exodus and of farm labour shortage; and that perpetuation of low economic and social conditions of insecurity for one group of workers creates insecurity for other groups, lowering their position to the same levels. The resolution went on to declare that in the interest of social justice as well as the welfare of the whole community it is necessary to extend to agricultural workers the benefit of protection and of conditions similar to those enjoyed by urban workers, taking account of the particular circumstances of agricultural work, and set forth in some detail suggested objectives and minimum standards with respect to employment and manpower, vocational training, regulation of hours of work and wages, labour inspection, protection of children and young workers, employment of women and the protection of maternity, and social security in agriculture. (During discussion of this resolution in committee and in plenary session, the Canadian government delegation pointed out that, Canadian agriculture being essentially a family enterprise, some portions of the resolution were largely inapplicable to the situation in Canada.)

Resolution on the Right of Association of Agricultural Workers

This resolution urged that all governments represented at the conference take the necessary measures at the earliest possible date to ensure the ratification of the Convention on Freedom of Association and the Protection of the Right to Organize adopted by the International Labour Conference in 1948 at San Francisco.

Resolution Concerning the Settlement of Disputes Arising Out of the Interpretation or Application of Collective Agreements

This resolution emphasized the desirability that procedures for settling disputes arising out of the interpretation or application of collective agreements be established by the parties themselves, in conformity with the principles of collective bargaining, and recommended that employers or employers' organizations and workers' organizations should include in collective agreements provisions concerning the settlement of such disputes and establish an appropriate machinery to this end. (This was adopted as a separate resolution after American and Canadian delegates had made strong representations in committee that the proposed resolution on labour courts (see below) would be unacceptable to governments, employers and organized labour alike in the United States of America and Canada.)

Resolution Concerning Labour Courts

This resolution, taking note of the tendency in Latin American countries to establish labour courts as a means of settling labour disputes of a legal character, lays down certain principles for the guidance of laws in such countries in this matter. These principles refer to the establishment and organization of labour courts, to their competence, to the procedure of conciliation, and to the functioning of these courts, as well as to certain guarantees which should be accorded to the workers in order to prevent acts of discrimination.

Resolution to Inform the Thirty-second Session of the International Labour Conference of the Two Resolutions Concerning the Settlement of Labour Disputes

This resolution requested the Governing Body of the ILO to bring to the attention of the Thirty-second Session of the International Labour Conference the resolution concerning the settlement of labour disputes arising out of the interpretation or application of collective agreements and the resolution on labour courts which had been adopted by the Montevideo conference.

Resolution on Conditions of Life and Work of Indigenous Populations

This resolution reaffirmed the principles of equality of rights and opportunities without distinction of race or nationality and requested the Governing Body of the ILO to recommend that the governments concerned should take steps to put into effect legislation adapted to the real needs and the special characteristics of life and work of the respective indigenous populations. The resolution also requested the Governing Body (1) to instruct the International Labour Office to study and co-ordinate the experience acquired by various countries with respect to legislation designed to protect indigenous workers and elevate their standard of living; (2) to recommend that the countries concerned co-operate in supplying demographic and occupational data on indigenous populations for the Inter-American Statistical Institute's 1950 census of the Americas; (3) to invite the governments concerned to co-operate with the International Labour Office in the preparation of special monographs concerning occupational distribution of their respective indigenous populations; (4) to consider the advisability of including on the agenda of the next regional American ILO conference the question of the utilization of indigenous manpower in relation to national plans for economic development and the raising of the standard of living of the working population in general; and (5) to ensure co-ordination of the activities of the International Labour Office in this field with similar work that may be undertaken by other international agencies.

Resolution Concerning Social Aspects of the Economic Development of the American Continent

This resolution enunciated general principles with respect to industrialization and set out a detailed program of assistance that might be given by the ILO in the industrial development of Latin America. The Governing Body was requested to take the necessary measures to enable the ILO to render a practical contribution to the proposed program for the industrial development of Latin America in the fields of manpower and technical assistance. The governments and the employers' and workers' organizations of the Americas were urged to give every possible assistance to the ILO in the implementation of such practical measures, notably by participating in the proposed comprehensive plan of technical assistance for economic development and by affording every possible facility for the field work which the resolution recommended should be undertaken

by the ILO in Latin America. The resolution also requested the Governing Body to take the necessary steps to ensure co-operation with other international agencies in carrying out the program outlined in the resolution in order to avoid duplication of effort and to ensure the most effective employment of their combined facilities.

The resolution stated that the activities included in the comprehensive manpower program previously adopted by the Governing Body should be extended in Latin America and adapted to meet Latin American needs. Such a program, the resolution added, should secure full utilization of national labour resources and, where appropriate, include provision for effective use of foreign technicians and other workers. The establishment of a Latin American manpower field office and such field missions as might be necessary was urged, in order to furnish information, provide technical assistance, carry out practical operations, establish a program for training, promote the organization of employment services, and promote the exchange of trainees. It was also suggested that a meeting of experts be convened and that special attention be given to the spread of general basic education, development of vocational guidance facilities, and the establishment of programs for the training of personnel. With regard to foreign manpower, the resolution stated that migration based on carefully prepared plans can assist in the provision of an adequate supply of skilled manpower. Large-scale migration, the resolution added, should be preceded by specific plans for agricultural and industrial development and, moreover, action in regard to various problems of economic development, migration and land settlement should be co-ordinated. The resolution also recommended that the American states co-operate closely with the ILO in the formulation of a working solution to migration problems and that the proposed Latin American field office work in conjunction with missions established in countries of emigration.

With regard to technical assistance, the resolution stated that the ILO should be equipped to furnish such assistance in connection with the social aspects of the economic development of Latin America, including advice and assistance on industrial relations, wage policies, industrial safety and health measures, labour inspection, statistical services, social security systems, and legislation in respect to agricultural workers.

(This resolution evoked much discussion both in the Resolutions Committee and in the plenary session of the Conference. A number of delegates, including the Cana-

dian Government delegates, took the position that many of the matters referred to in the preamble and Part I of the resolution, such as national and foreign capital investment, the allocation of foreign exchange resources, the expansion of markets, and general economic, fiscal and monetary policies, were outside the scope of an ILO Conference. The Conference was unanimous, however, in its support of Parts II and III of the resolution, which dealt respectively with manpower and technical assistance. In view of the reservations expressed by delegates in respect of the preamble and Part I of the resolution, it was finally decided that the Conference should request the Governing Body "to study the present document, the amendments proposed to it, and the record of proceedings of the Conference and take such action on the matter as it may deem appropriate".)

Resolution Concerning Freedom of Association

This resolution recommended that all American countries which are members of the ILO promptly ratify and apply the Convention concerning freedom of association adopted by the International Labour Conference at San Francisco. The resolution stated that "the imprisonment and police persecution of trade union leaders because of their legitimate activities in the labour field is contrary to the basic principles of democracy and respect for the freedom and dignity of man and repugnant to the conscience of the world". The Governing Body was urged to take steps to establish effective machinery for the investigation, in an authoritative and impartial manner, of allegations of the infringement of trade union rights. In conclusion, the resolution recommended that pending the establishment of such machinery, the Director-General of the ILO continue, on behalf of the Governing Body, to take cognizance of allegations submitted to the conference by the Workers' Group relating to the violation of trade union rights in the Americas, particularly in Peru and Venezuela, with a view to the elucidation of the facts relating thereto. (The Canadian Government delegates, among others, abstained from voting on this resolution, the Canadian abstention being based on the juridical impropriety of a regional conference taking action on a question—that portion of the resolution relating to Peru and Venezuela—which appeared to fall within the procedure outlined in Article 24 of the Constitution of the ILO and which also appeared to be already in the hands of the Governing Body for action.)

Resolution Concerning Relations Between the ILO and the Organization of American States

This resolution urged the Governing Body of the ILO to press to a successful conclusion the discussions which had been undertaken with a view to establishing a close working relationship between the ILO and the Organization of American States.

Resolution Concerning the Application of International Labour Conventions and Recommendations in American Countries

This resolution requested the Governing Body of the ILO to call the attention of the governments of the American member countries to the importance of strict execution of their obligations in regard to the ratification and application of the Conventions and Recommendations adopted by the International Labour Conference.

Resolution Concerning an International Declaration of the Rights of the Worker

This resolution requested the Governing Body of the ILO to consider placing the question of a series of principles to constitute an International Declaration of the Rights of the Worker on the agenda of a future conference.

Resolution Concerning the Effectiveness of the Resolutions of Regional Confer- ences and Industrial Committees

This resolution requested the Governing Body to study the question of the effectiveness of the resolutions of regional conferences and industrial committees.

Resolution Concerning an International Declaration of Old Age Rights

This resolution requested the Governing Body to include on the agenda of a future session of the International Labour Conference the subject of an International Declaration of Old Age Rights.

Resolution Concerning the Full Benefit of Holidays With Pay

This resolution requested the Governing Body to instruct the International Labour Office to prepare an essentially practical study on the experience of the various American countries in providing adequate facilities to the workers and their families for the full benefit of holidays with pay and to consider the possibility of including this subject on the agenda of a future American regional ILO conference.

Resolution Concerning Handicrafts

This resolution recommended that the Governing Body place on the agenda of a future American regional ILO conference the problem of handicrafts in the American countries and their economic and

social aspects and, to this end, to instruct the International Labour Office to prepare prior studies which would focus attention on the situation of handicrafts in the face of the industrial development of each country.

Second Session of the Building, Civil Engineering and Public Works Committee

Action by employers and trade unions to reduce building costs was stressed by the ILO Construction Committee as one of the best ways to increase the market for construction and thereby to stabilize the industry at a high level. Other matters discussed included vocational training, recruitment of workers, industrial relations and labour-management co-operation. The ILO Governing Body was invited to examine the desirability and possibility of establishing an international institute for building loans under the control of the International Bank for Reconstruction and Development.

The Building, Civil Engineering and Public Works Committee of the International Labour Organization held its second session at Rome, Italy, from March 16 to 25, 1949, in the Palazzo Venezia, and adopted a series of reports and resolutions concerning the problems of the construction industry. The Committee is one of seven tripartite industrial committees created for the purpose of giving consideration to the particular and practical problems of the industries concerned, and responsible to the Governing Body of the ILO.

Organization of the Committee

The Rome meeting was attended by more than 160 delegates, advisers and representatives of other international organizations. The following nineteen countries were represented: Australia, Belgium, Canada, Chile, China, Denmark, Finland, France, India, Italy, Mexico, Netherlands, Norway, Poland, United Kingdom, Sweden, Switzerland, Union of South Africa and United States of America. Observers were present on behalf of the International Federation of Building and Public Works, the International Federation of Building and Wood Workers, the International Federation of Christian Building and Wood Workers, the World Federation of Trade Unions and the International Co-operative Alliance.

The Canadian delegation was composed as follows:—

Government delegate:—J. Lorne MacDougall, Industrial Relations Officer, Department of Labour, Ottawa, Ont. Adviser:—John McLeod, Canadian Vice-President, Bricklayers, Masons and Plasterers' International Union of America, Toronto, Ont.

Employers' delegates:—Harold G. Macdonald, H. G. Macdonald & Co., Ltd., Edmonton, Alta.; J. M. Flood, John Flood & Sons, Ltd., Saint John, N.B.

Workers' delegates: John Woolsey, International Representative, International Union of Elevator Constructors, Toronto, Ont.; Joseph Dorion, Vice-President, Building Federation of the Canadian and Catholic Confederation of Labour, Quebec City, P.Q.

By a decision of the Governing Body, Mr. E. Stafforini, member of the Governing Body for the Argentine Republic, presided at the Session. The Committee elected as Vice-Chairman Mr. A. Gadola, Italy, for the employers' group, and Mr. G. Berger, Switzerland, for the workers' group.

The Secretary-General of the Committee was Mr. Jef Rens, Assistant Director of the ILO, and the Assistant Secretary-General was Mr. John Price, Chief of the Industrial Committees Section. Mr. J. P. Despres, a Canadian who was formerly an officer of the Quebec Department of Labour and is now a member of the Industrial Committees Section of the ILO, acted as Executive Secretary of the Committee.

Agenda

The agenda for the session, as determined by the Governing Body of the ILO, was as follows:—

1. General Report, dealing particularly with the following points:
 - (a) Action taken in the various countries in the light of the conclusions of the First Session;
 - (b) Steps taken by the Office to follow up the studies and enquiries proposed by the Committee;
 - (c) Recent events and developments in the industry.
2. Instability of employment in the construction industries.
3. Recruitment and training for the construction industries.
4. Industrial relations as affecting:
 - (a) Collective bargaining in the construction industries; and
 - (b) Labour-management co-operation in the construction industries.

General Debate

In ten days of deliberations, the Committee held eight plenary sittings. It formed three subcommittees on Industrial Relations, Instability of Employment, and Recruitment and Training, which also held numerous meetings. Following debate upon reports of the International Labour Office and a full and free discussion of various aspects and problems of the construction industry, resolutions were adopted dealing with the achievement of stability of employment in the industry, action by employers and workers with a view to promoting stable employment, vocational training, recruitment of workers, labour-management co-operation and the general principles of industrial relations in the construction industry. The Committee also decided to invite the Governing Body of the ILO to examine the desirability and possibility of establishing an International Institute for Building Loans under the control of the International Bank for Reconstruction and Development.

Following preliminary meetings on March 15, at which the representatives of the Governments, employers and workers held separate group meetings for the consideration of the business which was to come before the Committee, addresses of welcome were delivered at the first plenary sitting on March 16 by Count Sforza, Minister of Foreign Affairs for Italy, and by Mr. A. Fanfani, Minister of Labour and Social Welfare for Italy.

Some twenty-eight speeches were made in the course of the first seven plenary sittings during which discussion of the General Report of the International Labour Office took place. Most of the addresses were of an informative nature, with the delegates

limiting themselves to the nature of post-war problems in their respective countries and the manner in which they were being met. However, political considerations crept into the debate from time to time as speakers put their countries on record as being in favour of socialism, communism, or free enterprise.

The Canadian Government delegate, Mr. J. L. MacDougall, made a speech in regard to the situation in the construction industry in Canada. Stressing that his address had been concurred in by the Canadian employers' and workers' delegates, he stated that the entire delegation were in favour of freedom of enterprise subject only to the safeguards necessary in the social interest. He said that the high standard of living which had been attained in Canada exemplified the progress possible under such a system. With full employment in all branches of the building industry, Canada was in the midst of the greatest construction program in its history.

"Since the war," Mr. MacDougall said, "over 278,000 housing units have been erected in Canada. There were 83,000 homes built in 1948—of which some 8,000 were built directly for the Federal Government for rental; 17,000 were built with the assistance of loans under the National Housing Act; and some 60,000 homes were erected by private industry without government aid. In 1948 also, about 3,000 million dollars' worth of industrial and commercial building was carried out. Very considerable quantities of delayed road building and hydro-electric power development were also undertaken."

The housing shortage was still acute, Mr. MacDougall continued, owing to the high post-war marriage rate, immigration and like causes. However, it was anticipated that commercial and industrial expansion would taper off somewhat by the end of 1949, and, when that happened, construction facilities and manpower would be diverted to housing needs with the result that significant inroads upon the housing shortage could be expected by 1950.

Mr. John Woolsey, Canadian Workers' Delegate, spoke at the 7th plenary sitting. His speech, as summarized in the minutes of the Committee, was in part as follows:—

"The United Kingdom Workers' delegate, Mr. Coppock, had stated that in his country a scale of wages had been established applicable to all construction workers. This was impossible in Canada and the United States where conditions of work varied considerably, but nevertheless a wage scale existed which was second to none.

"Co-operation between management and workers was essential in the construction industry and industrial relations in both Canada and the United States were excellent.

"He had been agreeably surprised by the statement submitted by the Employers' members of the Subcommittee on Instability of Employment. However, the Workers' members had not been in agreement with point 7 in which the Employers stated that the construction industry could in no event absorb the unemployed workers of other industries. The suffering of the workers of the North American Continent during the crisis of the thirties was well known, and the country did not intend to go through another similar period if human ingenuity could prevent it. The Belgian Employers' delegate had said that rent control was an obstacle to private investment and the construction of dwellings. This was not the case in Canada and the United States. A control of this kind had existed for many years but it had been found that it provided the necessary stimulus for the investment of capital in the construction of houses. Rent scales had been drawn up, taking into account cost of construction and the capital invested. It should not be forgotten that the countries ravaged by the war had special needs; a solution of the difficulties with which they were faced would be found in collaboration and in the avoidance of any individual system.

"The Australian Employers' delegate had stated that the introduction of a 40-hour week had increased the cost of production. The 40-hour week had been in force in Canada for many decades, and it had been found that if judiciously applied higher output was obtained."

Instability of Employment

The Subcommittee on Instability of Employment was composed of ten Government members, twelve Employers' members and twelve Workers' members. The Canadian members were: Mr. John Flood, who was also elected as Vice-Chairman, and Mr. J. Woolsey. Mr. H. G. Macdonald acted as substitute.

The Subcommittee had before it Reports on Instability of Employment in the construction industries prepared by the International Labour Office and a list of suggested points for discussion, together with five resolutions from various sources.

In the course of the general discussion, the stabilization of the construction industry at high levels of employment was affirmed as sound public policy. The

general view was that the private sector should be looked to as the primary source of production and employment within the industry and that all possible steps should be taken to stimulate its expansion. Public construction, although differing considerably in relative importance from country to country, should be used to take up the slack in the private sector of the construction industry when the level of construction in that sector starts to decline. Strong opinions were expressed against trying to use the construction industry as a sponge for absorbing all the unemployment that might develop in a country.

In an effort to clarify the problem further, it was pointed out that unemployment in the industry is of several kinds. First, there is the problem of seasonal unemployment which is attributable primarily to climate. Second, there is cyclical unemployment which is associated with business cycles in the whole economy. Third, there is the problem of structural unemployment, arising from basic changes in the structure of the economy, which is likely to confront even the countries now undertaking exceptionally large construction programs to repair the damages of war and to make up for new construction and maintenance that was postponed during the war. When the large backlog of construction is made up, the industry will have to be contracted to the level of employment required for meeting the ordinary peace-time needs. One typical example of this structural unemployment is, as in Italy, chronic unemployment attributable to the rapid rate of population increase on the one hand and to inadequate capital resources on the other.

It was generally agreed that instability of employment resulting from cyclical causes was the main concern of the Subcommittee, but that the other types of unemployment should also come in for consideration.

At times the discussion threatened to develop into an exercise in semantics or to bog down in the academic abstractions of economic theory. For example, rather acute differences of opinion arose as to precisely what the objective of stabilization should be. Taking as a starting point the objective of "fulfilling the economy's construction need under conditions of continuing full employment," the word "requirements" was finally substituted for "need," since it was felt that the concept of need might suggest a larger volume of construction than the economy could reasonably be expected to meet. The phrase "under conditions of continuing full employment" also

came under attack and, in the end, it was decided that as a matter of public policy all practicable measures should be taken to stabilize the construction industry in each country at a level that is sufficient to meet the economy's requirements for private and public construction, "taking into consideration the productive capacity of the economy." Most delegates were in favour of maintaining certain levels of employment, and were sceptical of aiming at given levels of production in terms of physical quantities or money values. Employers' delegates were particularly emphatic in pointing out that the level of output should be expected to increase with technological progress in the industry, and that any attempt to maintain certain levels of production would result in rigidity and stagnation. A few delegates, however, expressed their approval of having the maintenance of both employment and production adopted as objectives. The question of the criteria to be used to determine the appropriate levels of employment for construction stabilization was discussed at length without substantial clarification, and the subject was referred to the International Labour Office for further study.

The Subcommittee reached agreement on a resolution that reduction of costs was one of the best ways to increase the market for construction and thereby to stabilize the industry at high levels of employment. After much discussion, a list of recommendations outlining practical measures which employers and trade unions should take to reduce costs was adopted. Care was taken not to hurt the sensibilities of either side of the industry by imputing questionable practices tending to keep up the cost of construction. For example, a recommendation that "lower costs be promoted through the abandonment of restrictive and monopolistic practices among suppliers of building materials" was abandoned in favour of a recommendation that "the attention of those responsible for design be called to the fact that in many instances costs may be reduced by consultation at an early stage with those responsible for carrying out the work." Similarly, the Subcommittee abandoned entirely a recommendation to organized labour that "protective practices of trade unions be reviewed and revised so as to ensure the greatest possible man-hour productivity."

There was general agreement that Governments should do all they can to create a favourable environment for the expansion of private investment. After some discussion, this was interpreted to mean an environment favourable to the public as a

whole, and not merely to the investor. In this connection, the Subcommittee recommended that Governments examine the effects of rent control laws and the possibility of lightening, during the initial period, the burden of taxation on capital invested in construction.

A further type of action to reduce costs was suggested to the trade unions by an Employers' delegate as follows: that "incentive payment systems should be investigated and adopted wherever feasible." Vigorous objections to incentive payment systems were registered by Mr. J. Woolsey, of the Canadian delegation, and the United States Government delegate, on the grounds that they had been tried in their respective countries and found unworkable. The proposal was then modified to recommend that the possibilities of incentive payment systems should be investigated, while leaving the adoption of such systems to be settled by agreement between the employers and trade unions.

As adopted, the recommendations to employers and trade unions were as follows:—

1. It is recommended to employers in the construction industry that:
 - (a) all further practicable measures be taken to increase efficiency within the industry and to reduce costs;
 - (b) the use of modern construction plants and equipment be developed to the fullest possible extent;
 - (c) further investigation be made of the possibilities of utilizing new materials;
 - (d) further steps be taken in standardizing building materials;
 - (e) prefabrication off-site and on-site be fully explored;
 - (f) research in construction methods be promoted by employers' organizations in association with all other interested bodies;
 - (g) further investigation be made of measures for reducing seasonal unemployment;
 - (h) the attention of those responsible for design be called to the fact that in many instances costs may be reduced by consultation at an early stage with those responsible for carrying out the work.
2. It is recommended to trade unions in the construction industry that:
 - (a) freedom of entry within the various building trades be preserved;
 - (b) active and continuous co-operation be extended to employers in the effort to increase man-hour productivity;
 - (c) the possibility of the adoption of incentive wage systems be investigated;
 - (d) co-operation be offered in promoting recruitment and training plans that will improve the efficiency of the construction labour force;
 - (e) steps be taken to avoid jurisdictional labour disputes within the industry.

The Subcommittee went on to deal with problems in regard to systems of financial co-ordination between different levels of government, methods of finance, geographical mobility of labour, administrative co-ordination, public works and large scale unemployment. The text of the Subcommittee's conclusions were embodied in a "Memorandum on the Achievement of Stability of Employment in the Construction Industry."

As one way of stimulating vitally needed housing construction, the Subcommittee approved a resolution submitted by the Italian Employers' delegate, Mr. A. Gadola, advancing the suggestion that an international institute for housing loans be established under the control of the International Bank for Reconstruction and Development. The function of such an institute, the Subcommittee agreed, would be "to collect private savings by the issue of bonds . . . with a view to making mortgage loans for housing construction, especially for the lower income groups, in countries in which there is a shortage of capital." These operations, it added, should give lenders a guarantee against exchange losses and assurance of repayment. The suggestion for the establishment of an international institute for housing loans was directed to the ILO's Governing Body, which was invited to examine the "desirability and possibility" of the proposal.

The Subcommittee also suggested that the Office be instructed to undertake studies of a number of questions having a bearing on the achievement of stability of employment in the construction industry.

The Report of the Subcommittee on Instability of Employment was adopted at the eighth plenary sitting of the Committee by a vote of 68 to 10. The Memorandum on the Achievement of Stability of Employment was adopted by 78 votes to 9, and the Resolution concerning action by employers and workers with a view to promoting stability of employment carried by 76 votes to 9. The members of the Canadian delegation supported adoption in each case. The Resolution concerning the establishment of an international institute for building loans was adopted by 57 votes to 2, the Canadian delegates being among twenty-one who abstained.

Recruitment and Training

The Subcommittee on Recruitment and Training consisted of thirty-three members of whom nine were Government delegates, twelve Employers' and twelve Workers'. The Canadian members were Mr. John McLeod and Mr. Joseph Dorion, with Mr. J. Woolsey as substitute.

The Subcommittee had before it a report by the Office containing a survey of the measures taken by Governments and the industry to organize and develop vocational training in the construction industry and a supplementary report regarding recent developments at the national and international levels. The delegates were made aware, many of them for the first time, that the ILO had already launched a program of action in this fundamental field and that the Office was now acting as a centre for the exchange of information in vocational training and re-training, with a special service possessed of practical documentation on the organization, programs and methods of vocational training in different countries and different occupations.

With a relatively small amount of controversy, the Subcommittee reached agreement upon a comprehensive Resolution which recognized that apprenticeship to fill long-term needs of the industry should be the basic form of training, but also made recommendations concerning the training of adult workers to fill short-term needs. The Resolution went on to deal with the training of supervisory staff and instructors; methods and model programs for vocational training; the international exchange of information; and investigation of the possibilities of an international exchange of trainees and training for emigration.

A suggestion by the Swiss Workers' member concerning training of apprentices in related skills in more than one trade gave rise to considerable discussion. A number of members, including Mr. John McLeod, Canadian Government member, argued that the men so trained might know more than one trade but not reach the required standards of skill in any one of them. On the Workers' side, opinion was divided regarding the practicality or desirability of giving this type of training. Finally the Subcommittee decided to recommend apprenticeship "in one or more allied trades in accordance with national practices," with the understanding that this referred only to closely related trades.

The Resolution concerning vocational training was adopted by a vote of 79 to 0 in plenary sitting.

The Subcommittee also adopted a resolution concerning recruitment for the construction industry. This stated that public employment services should be equipped to play their part by establishing specialized occupational sections for the construction industry within the employment service and at each level of operation. It was also suggested that such specialized sections should have national and local advisory committees attached to them, which should

consist of employers' and workers' organizations and representatives of public authorities directly interested in the construction industry. In some countries, special arrangements might be needed to facilitate the vocational guidance and recruitment of young workers for the different occupations of the construction industry. Employment services should also collect and analyse on a national and local basis detailed information on the labour and skill requirements of employers, the size and characteristics of the labour force in employment, the number and characteristics of workers available for employment in the construction industry, the trend of employment in the industry and the factors affecting this trend.

The resolution concerning recruitment was adopted by 82 votes to 0. The full report of the Committee was also adopted unanimously.

Industrial Relations

The Subcommittee on Industrial Relations consisted of thirty-five members, of whom eleven represented Governments, twelve Employers and twelve Workers.

Its Canadian members were: Mr. J. L. MacDougall, Government delegate, and Mr. H. G. MacDonald. Mr. John Flood acted as substitute.

Debate on General Principles

The Committee had before it a report reviewing the work already done by the ILO in the field of freedom of association and industrial relations, and analysing the present position and trend of industrial relations in the construction industry.

In the general discussion, the subcommittee concluded that certain peculiarities of the structure of the construction industry made the organization of employers and of workers more difficult than in other industries. These obstacles included the multiplicity of small unions, the non-continuous nature of the work, the temporary character of the sites, the mobility of labour between undertakings, and the geographical dispersal of the industry. The same hindrances to the organization of employers and workers rendered their mutual contacts more difficult than in other industries, and this affected the application of the general principles governing labour-management regulations. The discussion revealed that in most of the countries represented at the session, employers and workers have occupational organizations which are genuinely representative of their industries. Nevertheless,

it was felt that the proportion of contractors and of building workers who belong to such organizations might be increased to the advantage of the industries. Moreover, employers' and workers' organizations in the construction industry should take steps to make known as widely as possible the provisions of the Freedom of Association and Protection of the Right to Organize Convention, 1948, both by the dissemination of the text of the Convention and an explanation of its purpose and meaning.

When these conclusions were embodied in a draft Resolution, the Polish Government member, Mr. H. Altman, proposed an amendment that "the Committee considers that the establishment of free and recognized trade unions should be the basis of relations between employers and workers and draws the attention of the Governing Body of the ILO to the urgent need to take energetic action against the violation of trade union rights in various countries".

In speaking with regard to the intent of his amendment, the Polish delegate said that by "free and recognized trade unions" he meant organizations freely constituted by workers and recognized because of their strength and activities. With regard to the violation of trade union rights, he declared that these were being violated in France, Greece, Spain and Venezuela.

The Belgian Workers' member, Mr. I. A. M. Smets, said that Mr. Altman referred to several countries which were not only not represented on this Industrial Committee, but were not members of the ILO. It was a vain gesture to try and influence them in this manner. He agreed with regret that the trade union movement in Greece was not free, but said the allegations against other countries made by Mr. Altman were based on a discredited document published by the World Federation of Trade Unions, which was definitely not a representative organization. He questioned Mr. Altman's reference to free trade unions, pointing to the situation in Poland, and asked what freedom of association there could be if only one union was recognized by law. In any event, the Polish amendment went beyond the competence of the Committee, since the subject of trade union rights was to be dealt with by the forthcoming session of the International Labour Conference.

After further discussion, the proposal made by Mr. Altman was defeated by 23 votes to 4, with no abstentions, on a record vote. The draft resolution concerning the general principles of industrial relations in the construction industry was then adopted and carried later in plenary meeting by

71 votes to 0, with ten abstentions. The Canadian members voted against the Polish amendment and for the resolution.

Labour-Management Co-operation

In discussing the subject of labour-management co-operation, the Subcommittee endeavoured to draw a distinction between collective bargaining regarding terms and conditions of employment, on the one hand, and co-operation between the employer and his personnel with regard to all social and economic questions of common interest, on the other hand.

The Office report on this subject contained conclusions regarding labour-management co-operation which had been submitted to the 31st Session of the International Labour Conference at San Francisco in 1948 and which were carried over for discussion at the 32nd Session of the Conference. These proposals contemplated the establishment of machinery for mutual consultation and collaboration between an employer and his employees through the setting up, at the level of the undertaking, of production committees, works committees, permanent staff delegations or similar joint machinery. It was suggested that representatives of the personnel on such site committees should be elected by the whole of the workers in the undertaking by direct secret ballot, and that where the machinery for co-operation is established by collective agreements, it might be possible for the representatives of employees to be appointed by the workers' organizations concerned. It was also proposed that the different categories of persons employed in the undertakings—manual workers, salaried employees, technicians, etc.—be represented on such committees.

The functions which it was proposed that these labour-management committees should have, included securing the application of collective agreements, social legislation, and regulations regarding health and safety; giving an opinion regarding the engagement and discharge of employees; promoting vocational training; participating in the administration of schemes for the welfare of employees and their families; studying suggestions put forward by management or employees for raising the level of production or improving efficiency; studying production methods and making proposals as to the best utilization of the material and human resources of the undertaking; and informing the employees regarding "the economic and technical situation of the undertakings".

In connection with co-operation at the industry level, as distinct from the site

level, the ILO report stated that the development of co-operation between occupational organizations and public authorities would be made easier by the establishment of national joint committees such as already exist in Canada, Belgium and the United Kingdom.

After consideration of various proposals and counter-proposals, the Subcommittee arrived at a resolution, the operative section of which was as follows:—

1. Employers and workers in the building, civil engineering and public works industries should take steps to secure full co-operation at all necessary levels to deal with problems of common interest in the industry, and where it seems necessary and desirable to the industry, effective machinery, subject to national legislation, should be established to promote this object;
2. The scope of any machinery thus established should be so limited as not to encroach on the organization of collective bargaining and the settlement of matters appropriate to collective bargaining machinery, and officials of representative trade unions should be afforded adequate access to sites and to representatives of management for the purpose of assuring that the terms of collective bargaining agreements are carried out;
3. Where machinery at the site level is established as envisaged by paragraph 1, the activity of the officials of the representative trade unions in relation to such machinery, including their access to representatives of management and attendance at site committees, should be in accordance with such provisions as there may be in any agreements in the industry and such as to promote the objects of this resolution;
4. Any machinery established for the purposes set out above should not interfere with the exercise of the proper function of management.

Debate on this resolution, both in Subcommittee and at the final plenary sitting, involved a considerable amount of heated discussion. Different Employers' delegates from European countries objected to the proposal that officials of representative trade unions should be afforded access to job sites on the ground that this privilege had been misused in their countries as a weapon in the fomenting of class warfare. It was brought out that trade union officials had been permitted for many years to visit job sites in the United Kingdom, United States, Canada and other countries and that this privilege had not been abused by the introduction of ideological considerations. The resolution was carried at the 8th plenary sitting by 59 votes to 13, with eleven abstentions. It was supported by the Canadian delegation. The full report of the Subcommittee carried by 71 votes to 0, with ten abstentions.

Agenda for the Next Session

In making plans for the 3rd Session of the Committee, no difficulty was encountered in agreeing that stability of employment should again be placed on the agenda for a periodical re-examination in the light of new developments, together with safety, health and welfare in the construction industry. These points were adopted by 61 votes to 0, with three abstentions.

However, one of the sharpest differences of opinion developed when, in the dying moments of the final session, the Belgian Government member, Mr. E. C. V. Parys, introduced a proposal that the agenda for the next session include the question of guaranteed weekly wages in the construction industry. Mr. Parys stated that the exact wording was subject to change and that the proposal might also open the way to consideration of the possibility of a guaranteed annual wage in the construction industry.

This suggestion was strongly and almost unanimously opposed by the Employers' Group.

When first put to the Committee, the guaranteed wage proposal was adopted on a show of hands by 39 votes to 30, with seven abstentions. An Employers' delegate

from the United Kingdom, Mr. N. Longley, demanded a record vote. This was taken with the following results, the Canadian delegates voting against the proposal:—

	For	Against	Abstentions
Government delegates...	11	8	8
Employers' delegates...	2	26	0
Workers' delegates....	31	4	0
	44	38	8

Closing of Committee

On March 25 Pope Pius XII held a public audience for all members of the Industrial Committee. In a brief speech, the Pontiff made a plea that the building construction industry devote itself to the task of providing homes for millions of persons which would assure the people certain minimum standards of hygiene, comfort and dignity. He placed the need of housing on the same level as the need of clothing and food, and said that this was a need common to all men which they should receive from a normal economy, above all through the competition of private initiative. The Canadian delegation was granted a private audience by the Pope on March 22.

The Committee Session was declared closed in the early afternoon of March 25.

Third Session of Inland Transport Committee

Registration of dock workers was advocated by the ILO Inland Transport Committee as one means of helping to regularize employment and income in the industry. The Committee also made proposals for the protection of young workers on inland waterways; and debated the use of medical and psychotechnical examinations prior to employment in inland transport.

The third session of the Inland Transport Committee was held in Brussels from May 18 to 27, 1949. The first meeting held in London in 1945 was described in a supplement to the LABOUR GAZETTE for December of that year, and the second meeting held in Geneva, from April 24 to May 3, 1947, was described in the LABOUR GAZETTE for August, 1947.

The agenda which had been prepared by the Governing Body comprised the following four items, for each of which the Office had prepared a report:—

1. General Report dealing with;
 - (a) Action taken in the various countries in the light of the conclusions of the second session;
 - (b) Steps taken by the Office to follow up studies and inquiries proposed by the Committee;

(c) Recent events and developments in the inland transport industry;

2. Decasualization of dock labour;
3. Protection of young workers on inland waterways;
4. Technical methods of selection of workers for the inland transport industry.

The following twenty-two countries were represented by tripartite delegations: Belgium, Canada, Chile, Denmark, Finland, France, Greece, India, Italy, Luxembourg, Mexico, Norway, the Netherlands, Peru, Poland, Portugal, Sweden, Switzerland, Turkey, Union of South Africa, United Kingdom, United States. The International Transport Workers' Federation, the International Federation of Christian Railwaymen's and Tramwaymen's Unions, the

International Federation of Christian Factory and Transport Workers, and the World Federation of Trade Unions were represented by observers.

The Canadian delegation was as follows:—

Government Delegates.—R. M. Cram, Chief, General Labour Statistics Division, Research and Statistics Branch, Department of Labour, Ottawa; H. Perkins, Industrial Relations Officer, Department of Labour, 55 York St., Toronto.

Employers' Delegates.—S. M. Gossage, Assistant Manager of Personnel, Canadian Pacific Railway Co., Montreal; G. M. Park, General Manager of the Consolidated Truck Lines, Ltd., and Director of the Canadian Automotive Transportation Association's Motor Transport Industrial Relations Bureau, St. Catharines, Ont.

Workers' Delegates.—L. O'Connell, Second International Vice-President, Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Toronto, Ont.; S. H. Eighteen, Secretary, System Adjustment Board for the Canadian Brotherhood of Railway Employees and Other Transport Workers of the Canadian National Railways, Montreal, P.Q.

By decision of the Governing Body of the ILO, the chairman of the third session was Sir Guildhaume Myrddin-Evans, United Kingdom Government member of the Governing Body.

The Committee elected two Vice-Chairmen, Mr. André, Employers' delegate, France, for the Employers' group and Mr. Brunner, Workers' delegate, Switzerland, for the Workers' group.

The Secretary-General of the Committee was Mr. Jef Rens, Assistant Director-General of the International Labour Office, and the Assistant Secretary-General was Mr. John Price, Chief of the Industrial Committees Section. Mr. P. P. Fano, member of the Industrial Committees Section was the Executive Secretary.

Mr. S. M. Gossage, Canadian Employers' delegate was elected substitute Vice-Chairman of the Employers' Group and Vice-Chairman of the Subcommittee on the Protection of Young Workers on Inland Waterways. Mr. S. H. Eighteen, a Workers' delegate was elected Vice-Chairman of the Subcommittee on Technical Methods of Selection of Workers for the Inland Transport Industry.

The transport industry is composed of at least five branches, each of which is an industry in itself. The five branches are, railways, road transport, inland navigation, ports and docks, and air transport. Problems discussed by the Committee may be

associated with one or another of these branches or they may be regional in character. For example, the problems connected with inland waterways are not the same as those arising in air transport and the problems arising in the war-devastated areas are not the same as those in other parts of the world.

The Committee because of the nature of the industry, since all countries use transport, is the largest of the Industrial Committees of the ILO, twenty-two countries having sent representatives to the third session.

The chairman, at the opening sitting, emphasized that inland transport was the life-blood of industry and commerce, and that efforts to increase productivity and the standard of living of workers the world over would be of no avail without an efficient transport industry. It was one of the duties and objectives of Industrial Committees to improve the conditions and well-being of the workers.

Referring to the general report prepared by the International Labour Office for consideration by the Committee, he regretted to find that so few countries had replied to the Office inquiries concerning the action taken in various countries to follow up the conclusions of the previous session. It was essential for the Office to obtain information which had been asked for by Industrial Committees. He appealed to government delegates to make representations to their governments to do all in their power to reply to the inquiries made by the Office on behalf of the Committees of the Governing Body.

Procedure of Committee

The Committee set up a steering committee and three subcommittees each of which dealt with one of the items on the agenda, namely: decasualization of dock labour; protection of young workers on inland waterways; and technical methods of selection of workers for the inland transport industry. The reports prepared by the Office on these items formed the basis of discussion in the sessions of the subcommittees each of which submitted a report on its deliberations containing draft resolutions for the attention by the Committee in plenary session. The Committee as a whole held seven plenary sittings.

Decasualization of Dock Labour

The Subcommittee appointed to consider this subject endorsed the principle of promoting greater regularity of employment in dock work, and gave consideration to

methods of providing guidance for governments, employers' and workers' organizations in applying it.

Difficulties arising from the variety of conditions, experience and practice from one port to another and from one country to another were recognized. The Subcommittee, therefore, decided that its conclusions would have the greatest value if its attention were devoted to the essential principles of "regularization" of dock labour, avoiding controversial detail about their application. The Subcommittee considered that measures to promote greater regularity of employment "are a practical necessity and a practical possibility," and that measures to this end should be applied consistent with the national and local conditions in the ports.

The principles adopted by the Subcommittee were in the form of a resolution which was adopted by the Committee at its seventh plenary sitting. The principles are in three main groups: (a) measures for promoting regularization of employment; (b) measures concerning stabilization of earnings; and (c) arrangements for co-ordination and co-operation.

Measures for Promoting Regularization of Employment

All groups in the Subcommittee emphasized the necessity of maintaining "registers" of regular dock workers as a measure for promoting greater regularity of dock work and that such registered workers should have first claim on the employment available. The general intention was that persons other than registered regular dockers should not be engaged until the registered dockers available and willing to work had been employed.

A system of allocating men to work in order to provide equal opportunities for regular dockers was discussed at length. It was agreed that any such system should provide the docker with a fair share of the work which he was qualified to do and at the same time be elastic enough to meet the varied needs of dock employers. A system of rotation was rejected.

The usefulness of adequate statistics relating to employment and manpower needs in ports was generally recognized.

In addition to the maintenance of registers of regular dock workers, the recruitment of casual workers in periods of exceptional fluctuations of port work was discussed. Such casual workers would not regularly be dependent on dock work for a living and would be employed only when the supply of registered dockers available for work was exhausted. The principles were accepted: (1) that registers of casual

workers should be abolished; and (2) that close co-operation between the appropriate authority or employer and the employment service should be maintained.

On the subject of providing in each port some central system of allocation of dock workers to available work, it was again urged that attention must be paid to varying conditions in the ports and to the need to respect the freedom of action of the employers and workers concerned. It was agreed by the Subcommittee that when necessary a centralized or co-ordinated system of employment of dock workers should: "(a) take account of the manpower needs of the port as a whole and give maximum employment to regular dockers; (b) avoid any inflexible or impersonal system of allocating men to employment without consideration of reasonable preferences in regard to the choice of work of workers; and (c) be generally applicable in ports of different sizes and with different needs."

On the question of transfer of dockers between ports, certain employers' members considered that such transfers were impracticable and that they implied an element of regimentation. On the other hand, a number of members held that in certain cases transfers were an important part of the efficient handling of dock labour schemes. It was agreed that such a principle was not an essential in promoting greater regularity of employment.

The Subcommittee discussed the temporary placement of regular dock workers in other employment when jobs on dock work were scarce. The difficulties related to the period during which dockers could remain on a "guaranteed minimum" and to the problems of adjusting "registers" of regular dockers to take account of lowered port manpower needs. The workers would at times be opposed to taking work in other jobs, especially if conditions were less attractive, and there would be the difficulty of getting transferred workers back immediately to dock work when needed. There was not disagreement as to the desirability of providing alternative employment in slack periods but the methods of doing this varied from one country and port to another. It was decided not to deal with this matter in the resolution.

With regard to the training of dock workers and supervisors the conclusion was reached not to recommend measures for dock workers in general but that training was desirable for specialized categories.

All groups supported the principle of providing adequate welfare facilities, including waiting rooms and canteens, for dock workers, and agreed that steps in this direc-

tion were in keeping with steps to regularize employment of dockers. It was agreed to cover this point in the resolution.

Measures Concerning Stabilization of Earnings

Employers' members stressed the part played by collective bargaining in fixing the payment of dockers, and urged that the Subcommittee's efforts should be directed to the problem of regularizing employment and that its conclusions should avoid the complicated question of guaranteed payments. It was stressed that the wages of dockers were relatively high in order to take account of the casual nature of employment; that different systems of payment prevailed from one country and port to another; and that to the extent that dock work was regularized the earnings of the regular dockers were stabilized. The workers emphasized that the essential principle was to assure minimum earnings. They considered that the principle could be stated with sufficient flexibility to meet varying national and local practices. Some government members also supported the principle of some form of guaranteed income to regular dock workers since it was in the public interest to maintain a sufficient force to ensure adequate service.

It was agreed to recommend that consideration should be given to the need for providing, where practicable, a minimum guaranteed income for registered regular dockers who are available for work.

Other Measures

The Subcommittee decided that no recommendations should be made as to the geographical scope of any schemes for the regularization of employment; that such action should be left to the discretion of each country or port.

No generally acceptable definition of "dock worker" was possible owing to the variety of definitions from one country and port to another.

The desirability was stressed that, where practicable, the various schemes for promoting greater regularity of employment of dock workers should be co-ordinated within a country.

Great importance was attached to the principle of co-operation between employers and workers in the planning and operation of schemes to provide greater regularity of employment.

After discussion of methods of fixing the number of regular dockers to be on registers, it was agreed not to include in the conclusions any recommendation on this question.

Protection of Young Workers On Inland Waterways

The topics discussed by this Subcommittee were: Age of admission to employment of young workers; employment in family undertakings; employment involving hazard or responsibility; medical examination prior to employment; hours of work, night work, weekly rest and annual holidays with pay; provisions for labour inspection; and education for boatmen's children domiciled on board. From the discussion four resolutions emerged, all of which were adopted unanimously at the seventh plenary sitting of the Committee.

Age of Admission to Employment

Two important points were stressed in the early stages of the discussion of this subject, namely, that the relation between the age of admission to employment on inland waterways and the school-leaving age should be recognized and that occupations on inland waterways, with certain exceptions, were not inherently hazardous and therefore did not call for special regulations regarding the age of entry.

A suggestion was made from the Employers' group that fourteen years might be established as the minimum age but it was pointed out by workers' members that account should be taken of the higher minimum provided by legislation in some countries and, that it was desirable also to provide for the progressive raising of the school-leaving age in the countries concerned.

Eventually, it was agreed that fourteen years should be the minimum age of admission to employment, with the understanding that where national laws and regulations provided for a higher age of admission or of school-leaving, the higher age would prevail.

The need to provide a means to establish a common standard for inland waterways under the jurisdiction of neighbouring countries was recognized and the conclusions contain a proposal that the minimum age should be established by inter-government agreements.

Employment in Family Undertakings

The question of dealing by legislation with the employment of young workers in family undertakings on inland waterways was discussed by members of all groups. The Workers' members urged that such legislation was essential from both a social and economic point of view, to prevent exploitation of the young workers and to

provide protection against unfair competition to undertakings giving a higher standard of protection. Government members supported this view although it was recognized that the application of regulations to family undertakings might involve serious administrative problems. A resolution was adopted requesting the Governing Body to draw the attention of governments to this question and suggesting the desirability of including family undertakings under legislation adopted for the protection of young workers.

Employment in Inland Waterways Involving Hazard or Responsibility

Certain occupations in inland navigation, such as handling of winches and cranes, work involving physical strain, and engineering operations, have greater hazards or responsibilities than other operations. It was considered by the Subcommittee that the age of entry to employment into such operations should be established at a level higher than the general age of admission. It was agreed that clauses should be included in the conclusions of the Subcommittee indicating the types of occupation to be covered, the age of entry to be determined by the competent authority with the presumption that it should be 18 years, unless circumstances justify a higher or lower age according to the degree of hazard.

Medical Examination Prior to Employment

The Employers' group, in discussing this subject, pointed out that it presents difficulties as applied to inland waterways, particularly since a medical examination prior to employment generally was called for in an ILO Convention, which had been ratified by only one country. It was complicated also by the various conditions under which the industry operated. However, the need of examination to ascertain freedom from disease for persons in the confined quarters on vessels must be recognized. There was agreement that the type of examination needed before employment was of a general nature.

Hours of Work, Night Work, Weekly Rest and Annual Holidays with Pay

The Subcommittee was in agreement that provisions concerning hours of work for young workers which did not apply to the rest of the crew were not practicable in a small vessel. The discussion indicated the great variety in the types of vessel, and the type of operation (continuous or day only), as well as the differences between the water-

ways of Europe and those of America. It was considered preferable to place the emphasis on the regulation of rest periods.

A proposal that the period of night rest should include eleven hours during a period of twenty-four, with a further proposal calling for twenty-two hours during a period of forty-eight, was adopted after a vote. Modification of this proposal to provide for rest periods on continuous operations on inland waterways along the lines of Convention No. 76 adopted at Seattle in 1946, covering maritime workers was accepted.

The question of the problem of weekly rest periods again involved the distinction between young workers and the rest of the crew. It was agreed that weekly rest periods for young workers were desirable in principle and that where this was not possible, workers under 16 years of age should not be employed or that compensatory rest should be granted.

The Subcommittee agreed, after discussion had brought out the various points of view, that annual holidays with pay of at least 12 days should be accorded to all workers under 18 years of age after one year of service with more favourable treatment to young workers of 16 years of age or under.

Provisions for Labour Inspection

On this subject it was agreed that provision should be made by national laws and regulations, for inspection of conditions for young workers on inland waterways.

Education for Boatmen's Children Domiciled on Board

The Subcommittee recognized the fact that there was lack of educational opportunity in many countries for the children of boatmen domiciled on board. However, since the methods of dealing with the problem were still in an experimental state, it was considered that further attention should be given to the question. A resolution was adopted requesting the Governing Body of the ILO to instruct the Office to continue its study of the problem.

Resolution Concerning the Agenda of the International Labour Conference

It was decided to invite the Governing Body of the ILO to place upon the agenda of an early session of the International Labour Conference the subject of protection of young workers on inland waterways, with a view to the adoption of a Convention or Recommendation.

Technical Methods of Selection in the Inland Transport Industry

The report prepared by the Office pointed out that technical selection is most highly developed in the transport industries but the various aspects of selection, namely, medical selection, psychotechnical selection, and selection on the occupational capacity examination, are not in an equal state of development. Medical selection, it was stated, is of long standing, particularly on the railways. Occupational capacity examinations have also been used for some time for employments requiring training prior to engagement while psychotechnical selection is a comparatively new branch. Examinations in the last named category are most often used for candidates for posts of importance because of public safety, or in certain doubtful cases, when other methods have not given a clear idea of the qualities or aptitudes of the candidates.

In matters of selection it was deemed necessary to draw a distinction between workers entering the industry for the first time and those who were already experienced and who went to another occupation in the same industry because of promotion, re-organization, expansion or contraction in the industry. A further distinction was necessary between employments which were concerned with the safety of the public and of the personnel, employment which placed workers in contact with the public, and finally, other types of employment.

A member of the Workers' group stated that the views of his group on the subject of the immediate study of technical methods of selection were rather conservative, and that they were in no great haste to reach any conclusion on the subject.

The various types of experience in different countries were concerned mainly with certain types of occupations in railway transport. In the Netherlands the railway administration collaborated with the trade union in order to establish methods of selection. Psychotechnical tests were used with caution and particular care was taken in the choice of examiners.

According to a Swiss member of the Subcommittee the federal railways had applied technical methods of selection for twenty years. The psychotechnical service was a consultative body only and its examinations were concerned mainly with new recruits. The systems employed were being overhauled in the light of the experience so far gained.

The Committee was informed that the Belgian Railways used the psychotechnical method of testing on an experimental basis

along with other methods as an indication of aptitudes. Its application was limited to certain categories of workers such as mechanics and locomotive drivers and signallers.

It was recognized by Workers' members that to the extent that medical and psychotechnical examinations assured greater safety to the public and to the worker, and placed the worker in employment for which he was best fitted, these examinations were beneficial socially and economically. However, to obtain best results technical methods of selection should inspire confidence.

The Workers' group had some fears, not in regard to employers, but in regard to their "examiners" who sometimes tended to take only scientific decisions without regard to the human factors.

The general opinion of the Subcommittee was that it should be borne in mind that psychotechnical selection was still a young science and that methods of selection were far from having a sufficient degree of accuracy. Very little was yet known, and the experiments so far made being very limited, their importance should not be exaggerated. Consequently it would be better neither to praise nor to condemn psychotechnical methods of selection.

It was pointed out on behalf of both the Employers' and Workers' groups that traditional methods of selection employed up to the present in the industry, without being called "tests", had given to the general public faster and safer means of transport; to undertakings, the means of functioning and developing; and to the workers, work of which they were, in general, proud.

It was emphasized by the workers that psychotechnical methods in the long run had restrictive effect on the workers' range of employment; that the freedom of the worker to do the work of his own choosing, if he had the necessary capacity, should be safeguarded.

The importance for both employers and workers of collaboration in drawing up the principles or methods of medical and psychotechnical selection was stressed. The United States Government member stated that in that country, except in cases where for safety reasons there were public regulations, methods of selection were drawn up jointly by employers' and workers' organizations.

The Employers' group expressed the view that undertakings should be free to use the methods of selection which they considered the best whether it was a question of assuring safety, efficiency or the satisfaction of the worker. The workers did not dispute the responsibilities of employers but declared

that their organizations would be willing to give considered advice when requested to do so.

At the conclusion of the general discussion a draft resolution was adopted by the Subcommittee which was later unanimously adopted in plenary session.

Other Resolutions

Besides the resolutions adopted as a result of the discussions in the subcommittees a number of other resolutions were adopted.

In a resolution concerning the Hours of Work and Rest Periods (Road Transport) Convention, 1939, the Governing Body was requested to ascertain particularly the reasons which have held up ratification of this Convention and to consider what action can be taken.

Another resolution, concerning statistics in the inland transport industry, invited the Governing Body of the ILO to call the attention of the Secretary-General of the United Nations to the desirability, "of promoting a uniform classification of the transport industries, acceptable to all inter-governmental organizations" and "of making certain changes to this effect in the classification of transport industries prepared by the United Nations Statistical Commission, in view of the observations submitted during the third session of the Inland Transport Committee, especially as regards paragraphs 714 and 716 of the said classification."

A third resolution concerned automatic coupling and requested the Governing Body

to follow the progress of a study of the problem by the International Railway Union and as soon as its results are known to consider what further steps might be taken by the ILO with a view to the implementation of the resolution adopted in December, 1945. The resolution of 1945 concerned automatic coupling in Continental Europe.

In a resolution concerning night work of young persons employed in air transport it was recommended to the Governing Body that until such time as there is *prima facie* evidence that the employment of young persons on night work constitutes a problem in civil air transport no further action should be taken.

A further resolution was adopted concerning studies to be undertaken by the ILO with a view to their possible inclusion in the agenda of future sessions of the Inland Transport Committee. The subjects covered employment of women; hours of work and rest periods of travelling staffs in road transport; hours of work in the railways; methods of piece work and piece work payments; pensions; wages and supplements thereto; social security provisions; conditions of employment in the industry; relation of wages to productivity of workers; training of transport workers; and safety.

The Committee also adopted a memorandum to the Governing Body concerning representation of the various branches of the inland transport industry at sessions of the Committee.

LABOUR MONTH IN BRIEF—Con.

At September 1, the figure was 98·5 cents, as compared with the record level of 99·1 cents, recorded in June and July.

An increase in the length of the average work week in manufacturing resulted in a rise in the average of weekly earnings to \$41.76, up 36 cents from the preceding month, but 37 cents below the peak of \$42.13 established at April 1.

The index of "real" weekly earnings in manufacturing, at 105·3, compared with a figure of 100·2 at September 1, 1948, but was below the peak of 108·1 reached last April.

Retail Trade

Canada's total retail trade in September was estimated at \$685,000,000, an increase of seven per cent over the September, 1948 figure of \$639,000,000. Sales were also higher than the August total of \$644,000,000.

Dollar sales for the first nine months of this year were estimated at \$5,543,000,000,

up seven per cent over sales of \$5,175,000,000 in the similar period of 1948.

Production

The index of industrial production in September rose to 187·1, as compared with 178·6 a month earlier. In September, 1948, the index stood at 184·1.

Foreign Trade

Canada's trade deficit with the United States increased during September, totalling \$431,700,000 for the first nine months this year substantially above the aggregate debit of \$265,600,000 for the same period of 1948 but also substantially below that of \$718,300,000 in 1947.

Meanwhile Canada increased its favourable balance of trade with the United Kingdom to a total of \$288,400,000 for the nine-month period, a figure slightly below the surplus of \$300,100,000 for the first nine months of 1948.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

INDUSTRIAL RELATIONS AND CONCILIATION

Two Conciliation Boards were established during October to deal with disputes over wages and hours of work on the railways.

Introduction

Previous issues of the *LABOUR GAZETTE* have carried reports upon the current disputes between various Canadian railways and two groups of international and national railway labour organizations.

During October the Minister of Labour received from the Conciliation Officers who endeavoured to mediate the disputes a report stating that their efforts were not successful and that the parties were still in fundamental disagreement upon all the issues. The Conciliation Officers were M. M. Maclean, Director of Industrial Relations, Ottawa, and H. R. Pettigrove, Industrial Relations Officer, Fredericton, N.B. On October 28 the Minister of Labour established Boards of Conciliation and Investigation to deal with the two disputes.

The larger of the two disputes, from the point of view of numbers involved, affects the entire systems of the Canadian National Railways and Canadian Pacific Railway Company together with the Ontario Northland Railway and the Toronto, Hamilton and Buffalo Railway Company on the employers' side, and a group of twelve international railway labour organizations associated in a Joint Negotiating Committee headed by F. H. Hall, of Montreal, and G. R. Pawson, of Toronto, as Chairman and Secretary respectively. The trade union organizations, which represent more than 90,000 railway employees, are generally known as the "non-operative" railway unions and do not include those representing road service employees engaged in the running trades.

The second dispute affects the two major railway systems together with the Ontario Northland Railway on the employers' side, and the Canadian Brotherhood of Railway Employees and Other Transport Workers and the Brotherhood of Express Employees. The Joint Negotiating Committee for this group is headed by T. McGregor, of Winnipeg, and S. H. Eighteen, of Montreal, as Chairman and Secretary respectively. These unions represent some 34,000 employees.

The main issues involved in the dispute affecting the group of international unions have to do with demands which have been made upon the railways for a 5-day, 40-hour week with no reduction in "take-home" pay and, in addition, a general wage increase of seven cents per hour. In the dispute affecting the two national unions, the Joint Negotiating Committee has made demands for the introduction of a similar work week without any loss of "take-home" pay together with a general wage increase of ten cents per hour and the adoption of the compulsory check-off of regular union dues from payrolls.

In announcing that Conciliation Boards were being established, the Minister of Labour stated that they would be instructed to endeavour to effect agreement between the parties on all the matters upon which they have not agreed. The railways and the Joint Negotiating Committees of the trade union organizations were then invited to submit nominations of persons to represent them as members of the Conciliation Boards.

The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act.

Conciliation services under the Industrial Relations and Disputes Investigation Act and under the Conciliation and Labour Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board under the former Act.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until succeeded by the Wartime Regulations in 1944.

Proceedings begun under the Wartime Regulations are continued in so far as the services involved in such proceedings are authorized under the new Act. Likewise, decisions, orders and certifications given by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the new Act.

The Act applies to industries within Dominion jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Dominion Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, Industrial Inquiry Commissions, for the consideration of complaints that the Act has been violated or that a party has failed to bargain collectively, and of applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every

reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Conciliation services are also provided by the Industrial Relations Branch under the provisions of the Conciliation and Labour Act. This statute empowers the Minister of Labour to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or arbitrator when requested by the parties concerned.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and Other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and Other Proceedings before the Minister of Labour. From time to time, as required, a third article under this section will cover Conciliation Proceedings under the Conciliation and Labour Act.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; two officers in Montreal are assigned to the province of Quebec, and two officers resident in Fredericton and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during the month of October. During the month the Board received fourteen applications for certification, held one hearing, issued three certificates designating bargaining agents, and rejected one application for certification. One application for certification was withdrawn.

Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees for a unit of Employees of the Canadian Pacific Railway Company, comprising clerical employees in the office of the Merchants' Invoice Accountant, Windsor Station, Montreal (L.G., Oct., 1949, p. 1234). The certification of the union followed a decision by the Board that the unit was appropriate for collective bargaining (see Reasons for Judgment and Dissenting Opinion below).

2. The Canadian Brotherhood of Railway Employees and Other Transport Workers for a unit of bus drivers employed by Deluxe Transportation Limited, North Bay, Ont. (L.G., Nov., 1949, p. 1402).

3. The Canadian Merchant Service Guild, Inc., for a unit of employees of the Canadian Pacific Railway Company comprising certificated deck officers employed on the ss. *Princess Helene*, operating between Saint John, N.B., and Digby, N.S. (L.G., Nov., 1949, p. 1402).

Application for Certification Rejected

The Canadian Brotherhood of Railway Employees and Other Transport Workers and the Canadian National Railways (Staff Record Bureau, Winnipeg) (L.G., Sept., 1949, p. 1104). The Board rejected the application for the reason that the bargaining unit described therein was not appropriate for collective bargaining.

Applications for Certification Received

1. Labour Protective Union No. 9568, on behalf of stevedores employed by the Buntain and Bell Company, Limited, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove.)

2. Labour Protective Union No. 9568, on behalf of stevedores employed by Horace B. Willis, Inc., Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove.)

3. Labour Protective Union No. 9568, on behalf of stevedores employed by The Island Fertilizer Company, Limited, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove.)

4. Labour Protective Union No. 9568, on behalf of stevedores employed by the Prince Edward Island Industrial Corporation, Charlottetown, P.E.I. (Investigating Officer: H. R. Pettigrove.)

5. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of clerical employees of the Canadian Pacific Railway Company, employed in the office of the District Accountant, Calgary, Alta. (Investigating Officer: J. S. Gunn.)

6. Local No. 342, United Packinghouse Workers of America, on behalf of employees of Robin Hood Mills, Limited, Saskatoon, Sask. (Investigating Officer: R. H. Hooper.)

7. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of Air France, employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

8. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of the Scandinavian Airlines System, Inc., employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

9. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of KLM Royal Dutch Airlines, employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

10. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of British Overseas Airways Corporation, employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

11. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of Trans World Airlines, employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

12. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of KLM Royal Dutch Airlines, employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

13. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of Pan American World Airways, employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

14. The Association of Aviation Employees (Federal Labour Union No. 24609, AF of L), on behalf of employees of Allied Aviation Service Co. of Newfoundland, Ltd., employed at Gander Airport, Nfld. (Investigating Officer: J. R. Kinley.)

Application for Certification Withdrawn

Local 543, International Brotherhood of Electrical Workers, and Beauharnois Light, Heat and Power Company, Beauharnois, P.Q. (L.G., July, 1949, p. 871). On the request of the President of the Brotherhood the application for certification was withdrawn.

REASONS FOR JUDGMENT in dispute between

**Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, *Applicant*,
and
Canadian Pacific Railway Company, *Respondent*.**

This is an application for certification of the applicant as bargaining agent for a unit of employees of the respondent consisting of clerical employees in the office of the Merchants Invoice Accountant, Windsor Station, Montreal, excluding the chief secretary and the secretary to the accountant. This unit is part of the Auditor of Disbursements Branch, which in turn is part of the General Accounting Division of the Company.

No objection was taken to, nor was any question raised by the respondent as to the

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, A. J. Hills, A. R. Mosher and H. Taylor, members. The Judgment of the Board was delivered by the Vice-Chairman.

appropriateness of the bargaining unit, either in its reply to the application for certification or at the hearing of the application before the Board. The company did,

however, ask for the exclusion from the bargaining unit of the senior clerk, balance sheet on account of management functions performed by him, and further requested that a vote of the employees in the bargaining unit be ordered and taken under the direction of the Board.

Considering that the applicant union now represents for collective bargaining purposes many other clerical employees of the respondent in similar categories, and in view of past collective bargaining practices in the railway industry in Canada and the position taken by the respondent in respect of the present application, the Board in the particular circumstances of this case finds the unit appropriate for collective bargaining, with the exclusion therefrom of the senior clerk, balance sheet. A vote of employees in the unit is ordered to be taken under the direction of the Chief Executive Officer.

(Sgd.) A. H. BROWN,
*Vice-Chairman
and Acting Chairman
for the majority
of the Board.*

Dissenting Opinion

We feel compelled to dissent from the majority decision of the Board that employees engaged in the office of the Merchants Invoice Accountant located in the Windsor Station, Montreal, constitute a unit appropriate for collective bargaining, and that a vote of the employees affected should be undertaken by the Board.

In our opinion the majority have wrongly appraised the practical problems inherent in office organization and as a consequence a bargaining unit is being set up which is not in accordance with approved practice, and therefore not appropriate.

The Company operates an accounting division which is under the direction of the vice-president and comptroller. In all there are 1,035 employees involved. As is true in many companies the accounting division is departmentalized which in this case includes eleven departments. Among the eleven is the Auditor of Disbursements department. The group for whom certification is sought is a small segment of the Auditor of Disbursements department and includes thirty-six employees, in other words, 36 out of a total of 1,035 employees in the accounting division.

It is true the Board on other occasions has approved bargaining units of accounting department employees of the same employer in locations in Western Canada but in such

cases the accounting department was kept intact in so far as employees under the regulations are concerned.

The representative of the Union stated to the Board the unit would be more desirable if it was broader in its scope.

The establishment of appropriate bargaining units is a responsibility of the Board and it is clear it possesses authority to add to or otherwise change the unit claimed by an applicant to be appropriate: the propriety of breaking up common departments into a series of small sub-divisions when the character of the work is similar is what we question. The employees involved in this case may be said to be employed on work related to accounts payable. Those engaged on accounts receivable are not involved nor are those engaged in related accounting work.

We do not deny that geographic distribution of employees in a company operating from coast to coast in the transport industry and employing many employees may warrant special consideration in fixing bargaining units but we do not feel that this condition justifies the segregation of a small unit of employees from others actually employed in the same location and performing a similar or related class of work.

If the kind of accounting clerk is to determine the community of interest of employees and the appropriateness of a bargaining unit, which in substance is the case here, it raises the question of whether the kind of other clerks such as retail clerks should determine the appropriateness of their bargaining units. This latter question has already been determined by the previous Board in the Spencer case in which it ruled the kind of clerk could not be recognized as controlling, otherwise a multiplicity of units would emerge for substantially the same occupational classifications.

For the foregoing reasons we believe the unit in the instant case is not appropriate. Under the circumstances we feel the application should have been dismissed.

(Sgd.) H. TAYLOR,
Member.

(Sgd.) A. J. HILLS,
Member.

F. H. HALL, Esq.,
W. A. ROWE, Esq.,
J. O. CLARK, Esq.,
for the Applicant.

I. M. McNAUGHTON, Esq.,
A. W. BLACKLER, Esq.,
A. WORKMAN, Esq.,
for the Respondent.

Dated at Ottawa, October 12, 1949.

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation Officers Appointed

During October the Minister of Labour appointed Conciliation Officers under Section 16 of the Industrial Relations and Disputes Investigation Act to confer with the parties in the following industrial disputes:—

1. The Canadian Merchant Service Guild, Inc., applicant, and the British Columbia Towboat Owners' Association, Vancouver, respondent. (Conciliation Officer: G. R. Currie.)

2. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and the National Harbours Board (General Maintenance Forces, Quebec, P.Q.), respondent. (Conciliation Officer: R. Trepanier.)

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, and the National Harbours Board (Grain Elevator System, Quebec, P.Q.), respondent. (Conciliation Officer: R. Trepanier.)

4. Twelve international railway organizations, applicants, and the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company, respondents. (Conciliation Officers: M. M. Maclean, H. R. Pettigrove.) The labour organizations involved are: the Order of Railroad Telegraphers; Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees; Division No. 4, Railway Employees Department of the American Federation of Labour; Canadian National Railway System Federation No. 11; Canadian Pacific Railway System Federation No. 125; International Brotherhood of Firemen and Oilers, Steam Plant Employees, Roundhouse and Railway Shop Labourers; International Brotherhood of Electrical Workers; International Brotherhood of Blacksmiths, Drop Forgers, and Helpers; Commercial Telegraphers' Union; Brotherhood of Railroad Signalmen of America, and Hotel and Restaurant Employees' and Bartenders' International Union.

5. The Canadian Brotherhood of Railway Employees and Other Transport Workers, and the Brotherhood of Express Employees, applicants, and the Canadian National

Railways, the Canadian Pacific Railway Company, and the Ontario Northland Railway, respondents. (Conciliation Officers: M. M. Maclean, H. R. Pettigrove.)

6. Dawson Miners' Union (Local No. 564, International Union of Mine, Mill and Smelter Workers) and the Yukon Consolidated Gold Corporation, Limited, Dawson, Y.T. Requests for the appointment of a Conciliation Officer were made by both company and union. (Conciliation Officer: G. R. Currie.)

Agreement Facilitated by Conciliation Officer

On October 28, 1949, the Minister of Labour received a report from R. Trepanier, Conciliation Officer, indicating the settlement of matters in dispute between the Abitibi Coach Lines and Transportation Company, Limited, Val d'Or, P.Q., and its employees who are represented by the Canadian Brotherhood of Railway Employees and Other Transport Workers (L.G., Nov., 1949, p. 1402).

Conciliation Boards Appointed

1. On October 28, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with the dispute between twelve international railway organizations (see item 4, "Conciliation Officers Appointed", above) and the Canadian National Railways, the Canadian Pacific Railway Company, the Ontario Northland Railway, and the Toronto, Hamilton and Buffalo Railway Company. The Board was appointed following receipt of the report of M. M. Maclean and H. R. Pettigrove, Conciliation Officers (see above). Constitution of the Board had not been completed at the end of the month.

2. On October 28, 1949, the Minister of Labour appointed a Board of Conciliation and Investigation to deal with the dispute between the Canadian Brotherhood of Railway Employees and Other Transport Workers, the Brotherhood of Express Employees, and the Canadian National Railways, the Canadian Pacific Railway Company, and the Ontario Northland Railway. The Board was appointed following receipt of the report of M. M. Maclean and H. R. Pettigrove, Conciliation Officers (see above). Constitution of the Board had not been completed at the end of the month.

Conciliation Board Fully Constituted

The Board of Conciliation and Investigation appointed to deal with a dispute between Polymer Corporation, Limited, Sarnia, Ont., and Local 14, United Gas, Coke and Chemical Workers of America (L.G., Nov., 1949, p. 1402), was fully constituted on October 28, 1949, with the appointment of His Honour Judge M. A. Miller, Cobourg, Ont., as Chairman. Judge Miller was appointed by the Minister of Labour on the joint recommendation of the other two members of the Board, G. C. Richardes, Windsor, Ont., and Gordon H. Bates, Niagara Falls, Ont., who had pre-

viously been appointed on the nomination of the company and the union, respectively.

Settlement Following Board Procedure

During October advice was received that matters in dispute between the Gatineau Power Company, the Gatineau Transmission Company, and the Gatineau Electric Light Company, Ottawa, and Local B-1039, International Brotherhood of Electrical Workers, had been settled following receipt by the parties of the report of the Board of Conciliation and Investigation which dealt with the dispute (L.G., Sept., 1949, p. 1104, and L.G., Nov., 1949, p. 1402).

COLLECTIVE AGREEMENTS AND WAGE SCHEDULES

Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and from the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts, etc. are summarized in separate articles following this.

Manufacturing

Wood Products

VANCOUVER, B.C.—CERTAIN SASH AND DOOR COMPANIES AND OTHER WOODWORK MANUFACTURERS AND THE BRITISH COLUMBIA WOODWORKERS' UNION, LOCAL 2 (CCL).

Agreement to be in effect from June 1, 1949, to May 31, 1950. If no agreement is reached at the time of expiration of this agreement, and negotiations are continued, the agreement shall remain in full force up to the time a subsequent agreement is reached, but not exceeding 90 days.

Union security: all employees now members of the union who fail to notify their company and the union within 15 days from the signing of this agreement that they have withdrawn their membership from the union, and all employees who may become members of the union shall maintain such membership in good standing for the term of this agreement.

Check-off: the companies will deduct union dues monthly from the pay of each employee who so authorizes and remit same to the union.

Hours of work: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for all work after 8 hours in any one day and for all Saturday work; double time for work on Sundays and 9 specified statutory holidays. The number of *statutory holidays paid* for depends on the length of service of each employee: 2 days for 6 months to 1 year, 4 days for 1 to 3 years, 5 days for 3 to 5 years, 6 days for 5 to 7 years, 7 days for 7 to 9 years and 9 days after 9 years.

Hourly wage rates: saw filer millwright, benchman (lead hand), metal worker (lead hand) \$1.27; benchman, machinemen, sash and door man, shippers, metal workers \$1.02 to \$1.22; layout man \$1.22; door patcher 97 cents; glue men \$1.02 to \$1.12; glazier 92 cents to \$1.12; helpers 87 to 97 cents; painters or finishers \$1.17 to \$1.27; boys 67 to 77 cents; engineers third \$1.12, fourth \$1.07; truck drivers 95 cents to \$1. Employees working second or third shifts shall work 7½ hours for 8 hours' pay.

Provision is made for *safety and health of workers, seniority rights and grievance procedure.*

Metal Products

ARVIDA, P.Q.—THE ALUMINUM COMPANY OF CANADA, LIMITED AND LE SYNDICAT NATIONAL DES COMMIS DE BUREAU D'ARVIDA.

Amendment to the agreement which became effective August 19, 1948 (L.G., Jan., 1949, p. 64), renews the agreement, with certain changes, from August 13, 1949, to August 12, 1950, and thereafter from year to year subject to notice.

This amendment provides for a reduction in *standard working hours* for day clerks from 48 hours per week to 42½ hours—7½ from Monday through Friday, 4 hours on Saturdays. It may be necessary for an employee to work more than the above hours

but in such case the total hours worked per standard week shall not exceed 48 hours.

The amendment also provides for changes in *grievance procedure* and in *seniority regulations*.

MALTON, ONT.—A. V. ROE CANADA LIMITED AND INTERNATIONAL ASSOCIATION OF MACHINISTS, AERONAUTICAL LODGE 717.

Agreement to be in effect from September 12, 1949, to September 11, 1950, and thereafter from year to year subject to notice. The company recognizes the union as the sole bargaining agency of all eligible employees. **Union security:** all employees covered by this agreement who are members or become members of the union shall remain members for the duration of this agreement as a condition of employment. No worker shall be discriminated against for membership or non-membership in the union, or for participating or not participating in union activities, so long as such activities are not carried on during working hours, except as specifically permitted in this agreement.

Check-off: the company agrees to deduct the initiation fee from the wages of all new union members and union dues from the wages of all members in good standing and remit same to the union.

Hours of work: at Malton—9 per day Monday through Friday, a 45-hour week, except for fire protection employees and such other service employees as may be agreed upon 8 hours per day, six days a week; at Nobel—in accordance with mutual agreement.

Overtime: at Malton—for other than service employees: time and one-half for work in excess of 9 hours in any one shift for 8 hours of overtime or less and double time thereafter until there is a break of not less than 8 consecutive hours; for Saturday work time and one-half for 8 hours or less, double time thereafter; double time for Sunday work; triple time (for employees with 3 months' service or more) for 8 specified *paid statutory holidays*. For service employees: time and one-half for work in excess of 8 hours in any one shift or 45 hours in any one week for 8 hours or less and double time thereafter until there is a break of not less than 8 consecutive hours; double time for work on the seventh day in a week; triple time (for employees with 3 months' service or more) for 8 specified *paid statutory holidays*.

Vacations with pay: one week to employees with less than 2 years' service, two weeks to employees with two or more years' service, the pay to equal 2 per cent of employees' earnings during the preceding year in the first case and 4 per cent in the second case. Holiday pay shall not be paid for holidays not taken except when an employee leaves or is discharged in which case he shall receive vacation credits in accordance with the "Hours of Work and Vacation with Pay Act 1944 (Ontario)".

Employee training: the company may assign junior office workers (temporarily) and also new employees to the shops for a progressive course of instruction. The number of such shop learners and trainees in a department at any one time shall not be a greater ratio than one to four of the skilled workers in the department.

Hourly wage rates (minimum and maximum) for certain classes, retroactive to August 12, 1949: tool and die maker \$1.41 to \$1.52; pattern maker, aircraft experi-

mental mechanics, toolmaker class 1 \$1.36 to \$1.47; toolmaker class 2 \$1.19 to \$1.30; machinist, specialist machine operator, grinder class 1, engine fitter, millwright class 1, machine repairman class 1, fitter tester, jig builder class 1, moulder, special electrician \$1.25 to \$1.36; class 1—machine operator, aircraft assembler, aircraft electrician, welder, aircraft radio mechanic, sheet metal worker, spot welder, polisher and buffer, carpenter, precision caster, engine assembler, woodworker, tester, sheet metal proc. mach. op. \$1.14 to \$1.25; class 2—the same occupations 92 cents to \$1.08; heat treater, painter, aircraft hydraulic mechanics, grinder class 2, aircraft radar mechanics, fitter, trimmer, cable splicer, tube bender, process room operator, plaster pattern maker, electrician, special outside maintenance man \$1.14 to \$1.25; tool crib attendant, stockkeeper, shipper and receiver, truck driver licensed \$1.03 to \$1.14; class 2—millwright, jig builder, machine repair man \$1.08 to \$1.19; aircraft fabric worker, oiler, grinder class 3, maintenance service operator 92 cents to \$1.08; trucker-power, fire prevention 92 cents to \$1.03; helper 90 cents to \$1.04; progress man, class 1 \$1.14 to \$1.32, class 2 92 cents to \$1.08; inspector, special \$1.36 to \$1.47, class 1 \$1.19 to \$1.30, class 2 \$1.03 to \$1.14; janitor 90 to 95 cents; sweeper, labourer 90 cents; trainees (to be paid on a weekly salary basis equivalent to the following hourly rates) first 6 months 65 cents, second 6 months 70 cents, third 6 months 75 cents, fourth 6 months 80 cents, fifth 6 months 90 cents, sixth 6 months \$1. *Night shift differential:* employees required to work on night shifts shall be paid a premium of 10 cents per hour. Lead hands shall be paid 10 cents per hour more than the authorized wage rate of any employee under their supervision. For each shift or part of a shift, involving a trip to the plant, employees shall receive an allowance of 25 cents, providing their place of residence is not within 2 miles of the plant. Provision is made for *seniority rights* and *grievance procedure*.

Non-Metallic Minerals and Chemicals

TORONTO, ONT.—CERTAIN GLASS JOBBERS AND MIRROR MANUFACTURERS AND BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, GLASS-WORKERS' LOCAL 1487.

Agreement to be in effect from June 1, 1949, to May 31, 1950, and thereafter from year to year subject to notice. **Union Security:** the companies recognize the union as the sole collective bargaining agency for all eligible employees. There shall be no discrimination by the companies or the union against any employee because of his membership or non-membership in any labour organization. Any employee who becomes a member of the union shall retain his membership during the life of the agreement as a condition of employment. The obligation of the companies to discharge an employee for failure to do so shall arise only if such employee can be promptly replaced by an equally competent employee.

Check-off: the companies agree during the term of the present agreement to deduct union dues monthly from the pay of employees who so authorize and to remit same to the union.

Hours of work: 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half shall be paid for all work in excess

of 8 hours in any one day and for all work on Saturdays, Sundays and 4 specified non-paid statutory holidays; double time for all work on 4 specified *paid holidays*. When emergency calls are made after the regular working day for outside repair jobs the employee shall be paid at overtime rates from the time he leaves home until he returns thereto, the minimum payment not to be less than 4 hours' time at the regular rate.

Vacations with pay: one week to employees with one year's service and 2 weeks to employees with 5 or more years' service with the company subject to a deduction from the vacation period of any time absent, without adequate excuse, in excess of one working day in each month of the working year. Employees with 3 to 12 months' service shall receive two per cent of their earnings.

Hourly wage rates (minimum and maximum) effective in the first pay period subsequent to August 13, 1949, shall be as follows: bevellers, cutters, setters, silverers 77 cents to \$1.15½; scratch polishers, spinners and examiners 71½ cents to \$1.08; glaziers 71½ cents to \$1.11; silverers' helper 55 to 80½ cents; emery belt workers 66 to 95½ cents; shippers 75 cents to \$1; truck drivers (deliver only) 66 to 91½ cents; warehousemen and packers 66 to 93½ cents, maintenance mechanics \$1.02½; leaded glass (domestic) cutters and setters 67 cents to \$1.05½; female workers 55 to 93½ cents; factory workers 66 to 95½ cents. Journeymen mechanics receive regular increases bringing them to the maximum rates shown above in three years (or less) from the time they start in the category, if satisfactory. From June 1, 1949, to the effective date of the above wage schedule the employees will receive an increase of 5 per cent over the wage rates in effect before June 1, 1949. The hourly wage rates for apprentices shall be: first 6 months 40 cents, second 6 months 42½ cents, third 6 months 45 cents, fourth 6 months 47½ cents, fifth 6 months 50 cents, sixth 6 months 55 cents, seventh 6 months 60 cents, eighth 6 months 65 cents; after 4 years the minimum fee of skilled workers.

Provision is made for *safety and health of employees, seniority rights, an apprenticeship plan and grievance procedure.*

Transportation and Public Utilities

Water Transport

MONTREAL, P.Q.—THE NATIONAL HARBOURS BOARD AND THE BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES (ENGINEERING, FLEET, RAILWAY OPERATING AND STORES DEPARTMENTS, ETC.)

Agreement to be in effect in so far as the Board has a right to agree thereto, from August 1, 1949, to July 31, 1950, and thereafter from year to year subject to notice.

Hours: for shop and shipyard, wharf maintenance, and millwright branches of the engineering department and floating crane workers of the fleet department 44 hours per week, for all other branches and departments (except tug employees) 48 hours per week. In the event of shortage of work, the hours of work may be reduced by mutual agreement on notice of not less than 48 hours.

Overtime: time and one-half for work in excess of regularly assigned hours; double time for work on Sundays (or other regular days off) and on 7 specified statutory holidays (except in the case of watchmen, janitors, etc.). A minimum of 4 hours' wages at the regular rate will be paid for all work performed on week days not continuous with, before or after, regular assigned hours of work. Employees working during regularly assigned meal periods shall, except in the case of shift work, be paid at overtime rate for such work and shall at the first opportunity be given 20 minutes off with pay or a full hour without pay as they prefer. The above overtime regulations do not apply to salaried tug employees and to clerk-janitors and toll collectors at Jacques Cartier Bridge.

Vacation with pay: one week to all employees (except salaried tug employees) in good standing with one year's service provided they have worked at least 1,000 hours in the preceding calendar year.

Hourly wage rates: for certain classes retroactive to April 1, 1948; Shop and shipyard branch—air brake mechanic, carpenter, electrician, electric welder, leading hand machinist, plumber, sheet metal worker, steamfitter, templatemaker \$1.15; blacksmith \$1.10; boilermaker, first class \$1.15, second class 95 cents; burner \$1.07½; coppersmith \$1.22; fireman (shift) 88 cents; helpers (air brake mechanic, blacksmith, boilermaker, machinist, plumber), tool room man 85 cents; machinist first class \$1.10; second class 90 cents; motor tender, screw machine operator, stationary engineman (shift work) 90 cents; painter first class \$1.05, second class 90 cents; patternmaker \$1.25; plumber improver, power hammer operator, punch operator, radial drill operator, sawmill engineer 95 cents; rigger \$1, labourer 88 cents. General maintenance branches—air compressor operator 90 cents; blockman (crane), hydrant patrolman 85 cents; bricklayer \$1.26; bulldozer operator mechanic, locomotive crane operator \$1.10; cement finisher \$1; concrete mixer operator, rigger 95 cents; firemen 88 and 93 cents; millwright \$1.15; assistant \$1; motor truck driver 82 cents; paver 94 cents; shed mechanic 98 cents; switchman 84 cents; timberman 97 cents; tinsmith \$1.15; works locomotive driver (Diesel) \$1.10; helper 90 cents, brakeman 96 cents; labourer 80 cents. Electrical branch—electrician \$1.15; groundsman, hoist operator 85 cents; improver (electrician) 95 cents; lineman first class \$1.10, second class \$1; shift operator 98 cents. Fleet department—captain (floating crane) \$1.15; deckhand 80 cents; firemen 93 cents; engineer \$1 to \$1.10; derrick engineer 95 cents; launch runner 85 to 90 cents; diver (when diving) \$2.10, assistant (when diving) 90 cents. Railway operating department—car checker (shift) 88 cents, clerk janitor 80 cents; crossing flagmen 76 cents. Watchmen 70 cents; watchmen (firing) 75 cents. Fleet department (monthly salary rates on tugs)—cooks \$145; mess boys and deckhands \$132; oilers \$160; firemen \$154; wheelmen \$157. Divers and divers' assistants shall be paid for diving time at the respective schedule subject to a minimum payment of 4 hours at such rates; when not diving they will be paid at the rates of the classifications of labour in which they are engaged.

Provision is made for *grievance procedure and seniority rights.*

MONTREAL, P.Q.—THE NATIONAL HARBOURS BOARD AND THE BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES (GRAIN ELEVATOR SYSTEM).

This agreement is similar to the one between the same two parties for the general engineering department, etc., summarized above, with the following differences:—

Hours of work: for watchmen and firemen daily hours as may be assigned, for all other employees 8 hours per day; in either case a 48-hour week. **Overtime:** a minimum of 3 hours' wages, as compared to 4 hours' wages in agreement above, at the regular rate (in certain specified cases time and one-half) will be paid for all work performed on week days not continuous with regular hours of work.

Hourly wage rates retroactive to April 1, 1948: conveyor man, motor tender, car shoveller 90 cents; car dumper operator, distributor, drier man (when drying wet or salvage grain), first feed tender, travelling grain loader operator, \$1; electrician, millwright \$1.15; assistant millwright \$1; feed tender, machinery man, marine leg man, tower man 95 cents; firemen 88 and 93 cents; oiler 88 cents; elevator helper, sewer and bagger 85 cents; weighmen \$1 and \$1.05; watchman 70 cents.

Collective Agreement Act, Quebec*

Recent proceedings under the Collective Agreement Act, Quebec,* include the extension of the terms of a first agreement and the amendment of eight others. In addition to those summarized below, they include: a first agreement for bakers, pastry-workers and salesmen in Drummondville and the amendment of the agreements for tannery employees for the province and for the printing trades at Quebec published in the *Quebec Official Gazette* of October 1.

Requests for amendments to the agreements for the paint manufacturing and shoe manufacturing industries for the province were gazetted September 24; requests for the amendment of agreements for retail

MONTREAL, P.Q.—THE NATIONAL HARBOURS BOARD AND THE BROTHERHOOD OF RAILWAY AND STEAMSHIP CLERKS, FREIGHT HANDLERS, EXPRESS AND STATION EMPLOYEES (COLD STORAGE PLANT).

This agreement is similar to the one between the same two parties for the grain elevator system, summarized above, with the following differences:—

Hours of work: for shift workers—8 per day, a 48-hour week, except in the case of a shift change-over; temperature men (present incumbents only) 54 hours per week; watchmen 48 hours per week; power house mechanics, warehouse mechanics and power house labourers 8 hours per day, a 48-hour week; all other employees (except sub-foremen) 9 hours per day, Monday through Friday, 5 hours on Saturday, a 50-hour week.

Hourly wage rates retroactive to April 1, 1948: firemen (shift work) 88 cents; labourer 80 cents; operating enginemen (shift work), grade 2 \$1.30, grade 3 \$1.15, grade 4 \$1.05, helper 85 cents; mechanic \$1.05; temperature men (shift work), truckers, hoist operators 85 cents; warehousemen 85 to 95 cents; watchmen 70 cents; sub-foremen \$212 per month.

stores in Coaticook and for building trades in Three Rivers were gazetted October 1. A request for the amendment of the agreement for the corrugated paper box industry for the province was gazetted in the issue of October 8, and requests for the amendment of the agreements for retail stores at Richmond and Melbourne, for printing trades in Montreal and for grocers and butchers in Sherbrooke were in the issue of October 15.

Orders in Council were also published approving and extending the term of the levy of assessment on the parties and others approving or amending the constitution and by-laws of certain joint committees.

Manufacturing

Pulp, Paper and Paper Products

CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated September 22, and gazetted October 1, amends the previous Orders in Council for this industry (L.G., March, 1947, p. 369; Aug., 1948, p. 871; Aug., 1949, p. 987, and previous issues). Other amendments to this agreement were published in the *Quebec Official Gazette* of June 7, August 16, and November 22, 1947.

Minimum hourly wage rates are increased in the present amendment by $6\frac{1}{2}$ to $13\frac{1}{2}$ cents per hour for male employees and from $6\frac{1}{2}$ to $11\frac{1}{2}$ cents for female employees. In addition, the following classifications are added: male automatic folding and taping machine operators 83 cents per hour, helpers 68 cents; automatic folder stitcher operators $71\frac{1}{2}$ cents; female folding and taping machine operators'

* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

helpers and female automatic folder stitcher operators 52 cents per hour. The minimum average wage for male employees is increased by 6 cents to 74½ cents per hour, for female employees by 5 cents to 50½ cents, for all employees by 6 cents to 63 cents.

Construction

BUILDING TRADES, ST. JÉRÔME.

An Order in Council, dated September 28, and gazetted October 8, amends the previous Order in Council for this industry (L.G., Aug., 1948, p. 873).

Minimum hourly wage rates: painters (structural iron) \$1.25 per hour; structural iron workers (all categories) \$1.35; construction boiler-makers, erectors, steam generator mechanics \$1.35, helpers \$1; stoker installers (with horizontal heating surface of 20 feet or less) \$1.05, helpers 75 cents per hour; material checkers and timekeepers and watchmen on the field (night and day) \$36 per week; the foregoing rates per hour represent increases of from 8 cents to 24 cents per hour and the weekly wages are increased \$3 per week; all other classifications are increased 5 cents per hour. To the occupations, mixer operators and enginemen—shovels, the term, diesel, is added to the descriptive motive power.

BUILDING TRADES, HULL.

An Order in Council, dated September 22, and gazetted October 1, extends the term of the previous Orders in Council for this industry (L.G., May, 1946, p. 629, Aug., p. 1094; Feb., 1947, p. 186, Nov., p. 1662; April, 1948, p. 334, July, p. 741, Sept., p. 995, Nov., p. 1247; Feb., 1949, p. 178, Aug., p. 989, and previous issues) to January 1, 1950.

Transportation and Public Utilities

Local and Highway Transport

TRUCK DRIVERS, QUEBEC.

An Order in Council, dated September 14, and gazetted September 24, amends the previous Order in Council for this industry (L.G., Feb., 1949, p. 178). The agreement as amended is to remain in effect until April 30, 1950, and thereafter from year to year subject to notice.

Territorial jurisdiction comprises the City of Quebec and within a radius of 10 miles from its limits.

Minimum wage rates: hourly rates—truck drivers 65 cents per hour, float drivers, rubber wheel tractor drivers or operators 70 cents, helpers or labourers 60 cents per hour, increases of 5 cents per hour; *weekly rates*—truck drivers \$31, driver's helpers or labourers \$29 per week, an increase of \$2 per week.

Trade

HARDWARE AND PAINT STORES, QUEBEC.

An Order in Council, dated September 14, and gazetted September 24, amends the previous Orders in Council for this industry (L.G., July, 1946, p. 931; Jan., 1947, p. 50, Sept., p. 1308; April, 1948, p. 335, November, p. 1248, and previous issues).

Overtime: for night watchmen, time and a half for hours worked in excess of 72 per

week, computed on a 51-hour week to determine the hourly rate. Delivery men and their helpers and any employees receiving \$41.50 or more per week shall not be paid for overtime when this does not exceed by more than 2 hours the regular work week of the establishment.

Minimum wage rates: manager \$50 per week; chief-accountant, head sales clerk \$44.50; head receiving and shipping clerk, head order clerk \$41.50; head warehouse clerk \$38.50; delivery-man \$35; delivery-man helper (under 21 years of age) \$21.50; delivery-man helper (21 years of age and over) \$25.50; messenger \$11; bookkeeper from \$16 per week during first year to \$41.50 during ninth year; clerk (selling and taking orders) from \$15 per week during first year to \$41.50 during ninth year; receiving and shipping clerk from \$16 during first year to \$35 during ninth year; warehouse clerk (under 20 years of age) \$22.50; (20 years of age and over with less than 5 years' experience) \$26.50; (5 or more years' experience) \$30; order clerk \$16 during first year to \$37.50 during the ninth year; female office clerk \$16 during first year to \$26.50 during fourth year; other female employees \$15 during first year to \$23.50 during fourth year; skilled tradesmen \$36; unskilled tradesmen \$34 per week; senior employee (under 25 years of age) \$32; (25 years of age and over) \$35; junior employees \$15 per week; night watchmen (on general work or not) \$30 per week; extra clerk 80 cents per hour; supernumerary clerk 53 cents per hour; trade apprentices from 32 cents per hour during first year to 48 cents per hour during fourth year. These rates are from \$1 to \$2.50 per week and from 2 to 5 cents per hour higher than the previous rates.

Vacation: any employee who, on June 1, has not completed a year of continuous service for the same employer or in the same establishment is entitled to as many half days of vacation as he has months of service.

RETAIL STORES, CHICOUTIMI.

An Order in Council, dated September 28, and gazetted October 8, amends the previous Orders in Council for this industry (L.G., Sept., 1946, p. 1254; Sept., 1947, p. 1308; Nov., 1948, p. 1248). Agreement to remain in effect until May 1, 1950, thereafter from year to year subject to notice.

Minimum wage rates: employees, male \$13.25, female \$12.50 per week during first 6 months to \$31 for male and \$26 for female during eighth year and thereafter; departmental manager, assistant-manager or chief-clerk \$42 (men), \$28 (women); delivery man with truck, automobile or horsedrawn vehicle \$36, helper \$28, \$2 per week less if under 21 years; delivery boys under 21 years of age from \$20 to \$30; delivery boys using bicycles supplied by employer \$10; seamstresses receive the same rate as employees up to the third year and then from \$21 in the fourth year to \$28 in eighth year. These are increases of from \$1 to \$3 per week in most cases.

Vacation: any employee with one year service or more who is dismissed before the 4 summer months designated for the vacation and who has not taken such vacation shall receive a vacation pay equal to the amount which he would have received had he taken same.

Furthermore, in the event of a dismissal or departure of one's own free will, in the course of any year of service not yet completed, the employee shall receive one half-day's pay per month of work completed if

he has less than one year of service for the same employer or at the *pro rata* of the period elapsed since he has qualified for his last vacation if he has one year of service or more.

Industrial Standards Acts, Etc.

Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Nova Scotia, Ontario and Saskatchewan.

Recent proceedings under the Industrial Standards Acts, etc.* include, in addition to those summarized below: the amendment of the schedules for the beauty culture industry in the Estevan zone, published in the *Saskatchewan Gazette*, August 26, and for the Regina, Moose Jaw and Weyburn zones in the issue of September 24.

NOVA SCOTIA

Construction

BRICKLAYERS, MASONS AND TILE SETTERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for bricklayers, masons and tile setters in Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice.

Hours: 8 per day, 5 days in a week.

Overtime: time and one-half is payable for work performed on Saturday morning; double time for all other overtime and for work on Sundays and specified holidays. The 3 cents per hour provided in lieu of vacation pay not to be included when calculating overtime pay.

Minimum wage rates: \$1.44 per hour for journeymen (an increase of 3 cents per

hour). Apprentices are to receive 66½ cents per hour during first 1,000 hours to \$1.16 per hour during eighth 1,000 hours; bricklayer mortar mixers 66 cents per hour. When necessary to work two or more shifts, 8 hours' pay for 7 hours' work for night shifts.

Vacation: in lieu of vacation with pay, 3 cents per hour is added to the minimum rate per hour for bricklayers, masons and tile setters.

CARPENTERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for carpenters at Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice. The terms of this schedule are similar to those set forth in the foregoing schedule for bricklayers, masons and tile setters, with the following exceptions:—

Overtime is payable at time and one-half for the first 4 hours after quitting time during the first 5 days of the week and for work on Saturday morning; all other overtime, including work on Sundays and holidays, double time.

Minimum wage rate is increased from \$1.20 to \$1.23 per hour. Apprentices receive from 50 per cent of the journeyman's pay during the first 1,000 hours to 90 per cent during the eighth 1,000 hours. The advisory committee may fix a lower minimum rate for handicapped workers.

Vacation: journeymen and apprentices receive, in lieu of vacation with pay, 3 cents per hour in addition to the minimum wage rate.

ELECTRICAL WORKERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for electrical workers at Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice. The terms of this schedule are similar to those set forth in the foregoing schedule for bricklayers, masons and tile setters, with the following exceptions:—

Overtime: time and one-half for first four hours worked and for work on Saturday morning; all other overtime, including work on Sundays and holidays, double time.

Minimum wage rate is increased from \$1.30 per hour to \$1.33 per hour. When in charge of 2 or more journeymen a journeyman will be considered charge hand and receive 10 cents per hour over and above the rate paid a journeyman. Apprentices receive from 45 per cent of journeyman's pay during first 1,000 hours to 80 per cent during the eighth 1,000 hours.

Vacation: 3 cents per hour is added to the minimum rate of \$1.33 in lieu of vacation pay.

* In six provinces—Nova Scotia, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta—legislation provides that, following a petition from representatives of employers and employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, December 1948, page 1422.

PLASTERERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for plasterers at Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice. The terms of this schedule are similar to those set forth in the foregoing schedule for bricklayers, masons and tile setters, with the following exceptions:—

Overtime: time and one-half for first four hours and for work on Saturday mornings; all other overtime including work on Sundays and holidays, double time.

Minimum wage rate: \$1.35 per hour for journeymen. Apprentices receive 45 per cent of journeyman's rate for the first 1,000 hours to 80 per cent during the eighth 1,000 hours. The advisory committee may fix a lower minimum rate for handicapped workers.

Vacation: 3 cents per hour is added to the journeyman's rate of \$1.35 in lieu of vacation pay.

PLUMBERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for plumbers and steamfitters at Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice. The terms of this schedule are similar to those in effect in the foregoing schedule for bricklayers, masons and tile setters, with the following exceptions:—

Overtime: time and one-half to 10 p.m. Monday to Friday and for work on Saturday morning; all other overtime, including work on Sundays and holidays, double time.

Minimum wage rate for journeymen is increased from \$1.27 to \$1.30 per hour. Apprentices receive 40 per cent of journeyman's rate during first 1,000 hours to 85 per cent during tenth 1,000 hours.

Vacation: 3 cents per hour is added to the minimum rate of \$1.30 in lieu of vacation pay.

SHEET METAL WORKERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for sheet metal workers at Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice. The terms of this schedule are similar to those set forth in the foregoing schedule for bricklayers, masons and tile setters, with the following exceptions:—

Overtime shall be paid at the rate of time and one-half until 10 p.m. for the first 5 days of the week and for work on Saturday morning. All overtime on ship work shall be double time. All other overtime, including work on Sundays and holidays, double time.

Minimum wage rate is increased from \$1.10 to \$1.13 per hour. Apprentices receive from 50 per cent of journeyman's rate during the first 1,000 hours to 85 per cent during eighth 1,000 hours.

Vacation: 3 cents per hour is added to the minimum rate of \$1.13, in lieu of vacation pay.

BUILDING LABOURERS, HALIFAX AND DARTMOUTH.

An Order in Council, dated September 13, and gazetted September 21, makes binding the terms of a new schedule for labourers at Halifax and Dartmouth, to be in effect until April 30, 1950, and thereafter from year to year, subject to notice.

Hours: 8 hours per day 6 days in a week.

Overtime: time and one-half for all hours worked in excess of 8 per day and for hours worked in excess of 48 hours in any weekly pay period. On Sundays and specified holidays time and one-half. However, where labourers supplying or helping tradesmen are normally required under present practice to be on the job in excess of 8 hours daily, overtime will only be paid if such excess exceeds one hour per day.

Minimum wage rate: 81 cents per hour.

Vacation: no provisions included.

ONTARIO

Transportation and Public Utilities

Local Transport

TAXICAB INDUSTRY, TORONTO.

An Order in Council, dated September 8, and gazetted September 24, makes binding the terms of a new schedule for the taxicab industry in Toronto, to be in effect October 4, 1949, during pleasure.

Hours: 8 per day, 48 in a week.

Overtime is payable at the rate of 81 cents per hour for taxi drivers and 85 cents per hour for dispatchers.

Minimum wage rates: \$32 per week plus 33½ per cent of proceeds in excess of \$96, or \$2.67 for the first 4 consecutive hours or part thereof, 67 cents for each additional consecutive hour up to 4 on duty. (The previous rate was \$27.60 per week with no percentage of proceeds.) *Minimum wage rate* for dispatchers remains unchanged at \$27.50 per week. The advisory committee may fix a special minimum rate for an employee who performs work included in more than one classification of employees. Provision is made for reimbursement for food and lodging on out-of-zone trips. Drivers may be charged for half the cost of uniforms supplied by employers.

SASKATCHEWAN

Manufacturing

Vegetable Foods

BAKING INDUSTRY, MOOSE JAW.

An Order in Council, dated August 16, and gazetted August 26, amends the previous Order in Council for this industry (L.G., March, 1949, p. 304) to be effective June 6, 1949, during pleasure.

Minimum wage rate for finishers and cake wrappers is increased from \$20 to \$21 per week during first 6 months.

Metal Products

GARAGES AND SERVICE STATIONS, MOOSE JAW.

An Order in Council, dated August 5, and gazetted August 19, rescinds the previous Order in Council for this industry (L.G., Oct., 1940, p. 1078) and subsequent amendments.

FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946. p. 932.

Schedules prepared and Contracts awarded during September

(1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of September the Department of Labour prepared 190 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 126 construction contracts was awarded by the various Government departments. Particulars of these contracts appear in the accompanying table.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week, provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

(2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Canadian Commercial Corporation.	7,708	\$10,845,132.85
Post Office.	19	78,283.95

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Summerside, P.E.I.	The rebuilding or replacing of the present footings and walls in Buildings 1, 3, 10, 12, 14, 15, 16, 17, 19, 24, 25, 32, 36, 37, 50 and 54 at the R.C.A.F. Station.	M. F. Schurman Co. Ltd., Summerside, P.E.I.	\$ 85,000 00	Oct. 7, 1949
Greenwood, N.S.	Repairs to roads and runways, R.C.A.F. Station.	Diamond Construction Co. Ltd., Fredericton, N.B.	49,788 30	Oct. 1, 1949
Halifax, N.S.	Construction of a new barracks building, H.M.C.S. "Stadacona".	E. G. M. Cape & Co., Montreal, P.Q.	1,629,063 00	Sept. 23, 1949
Halifax, N.S.	Construction of an 8' Chain Link Fence, Garrison Barracks.	The Steel Co. of Canada Ltd., Montreal, P.Q.	31,572 50	Oct. 7, 1949
Hull, P.Q.	Grading and paving of roads and parade area and landscaping, Armory.	Hurdman Bros., Ottawa, Ont.	14,445 00	Sept. 16, 1949
Laclune, P.Q.	Renovation of Building No. 9 to a Canteen at R.C.A.F. Station.	Richard & B. A. Ryan Ltd., Montreal, P.Q.	22,150 00	Sept. 27, 1949
Quebec, P.Q.	Renovation of the Administration Building, Citadel.	Le Syndicat de Construction Moderne Limitée, Quebec, P.Q.	53,812 00	Oct. 7, 1949
Quebec, P.Q.	Drainage and paving of St. Malo Workshop Compound.	Eastern Canada Construction Co. Regd., Sherbrooke, P.Q.	28,859 00	Sept. 17, 1949
Angus, Ont.	Repairs to roads and approachways to Magazines, No. 13 "X" Depot.	K. J. Beamish Construction Co. Ltd., Toronto, Ont.	8,655 00	Sept. 28, 1949
Aylmer, Ont.	Exterior painting of all Buildings, R.C.A.F. Station.	J. O. Dougall Ltd., Toronto 3, Ont.	38,900 00	Sept. 19, 1949
Aylmer, Ont.	Repairs to heating system in Hangars 1, 2, 3, 4, and 5, R.C.A.F. Station.	Canadian Comstock Co. Ltd., Leaside, Ont.	18,240 00	Oct. 8, 1949
Aylmer, Ont.	Repairs to sub-structure of buildings 2, 38, 15, 7, 22, 23, 24, 30, 32, 36, 39 and 49 at R.C.A.F. Station.	Brennan Paving Co. Ltd., Hamilton, Ont.	40,000 00	Sept. 29, 1949
Clinton, Ont.	Repairs to roads, walks and parade square, R.C.A.F. Station.	Johnson Bros. Co. Ltd., Brantford, Ont.	37,308 75	Sept. 27, 1949
Clinton, Ont.	Construction of storm sewers for the permanent married quarters at R.C.A.F. Station.	R. A. Blyth Co., Toronto 5, Ont.	34,588 75	Sept. 21, 1949
Fort William, Ont.	New roof covering at the Armory.	McCreedy-Hughes, Winnipeg, Man.	6,750 00	Sept. 19, 1949
Hagersville, Ont.	Exterior and interior painting of Hangars 1 to 7 at No. 1 Detachment Stock Vehicle Park, No. 27 Central Ordnance Depot.	National Painting & Decorating Ltd., Hamilton, Ont.	19,762 00	Sept. 22, 1949
Kingston, Ont.	Conversion of old riding stable to a suitable machine shop at the Royal Military College.	T. A. Andre & Sons, Kingston, Ont.	21,821 50	Sept. 22, 1949
Kingston, Ont.	Installation of two air conditioning units in Normandy Hall, "B" Block, and one air conditioning unit in "D" Block.	W. W. Hawley Ltd., Kingston, Ont.	4,775 00	June 27, 1949
Kingston, Ont.	Lecture Room, Fort Frontenac.	A. Thornton & Son, Kingston, Ont.	15,285 00	Sept. 22, 1949
Kingston, Ont.	Repairs to the plumbing system, Stone Frigate at the Royal Military College.	The Alford Electric Ltd., London, Ont.	13,300 00	Sept. 19, 1949
London, Ont.	Improvements of the lighting system in No. 204 Base Workshop, No. 27 Central Ordnance Depot.	W. A. Moffatt Co., Toronto, Ont.	21,898 00	Sept. 22, 1949
London, Ont.	Re-roofing Buildings Nos. 5, 6, 8, 9 and 10 at No. 27 Central Ordnance Depot.	W. A. Moffatt Co., Toronto, Ont.	14,145 56	Sept. 22, 1949
Pembroke, Ont.	Installation of a low pressure steam heating system, Armory.	P. E. Sylvestre, Pembroke, Ont.	16,900 00	Oct. 8, 1949
Petawawa, Ont.	Flooring and tiling walls of laundry, washroom and shower rooms, Building 0-3, R.C.R. Barracks, Petawawa Military Camp.	W. A. Moffatt Co., Toronto, Ont.	24,000 00	Sept. 19, 1949
Rockcliffe, Ont.	Exterior painting of 80 buildings R.C.A.F. Station.	Duford Ltd., Ottawa, Ont.	12,600 00	Sept. 19, 1949
South Mach, Ont.	Road repairs at Connaught Rifle Range.	Reads Resurfacing Co. Ltd., Kingston, Ont.	49,970 57	Sept. 22, 1949
Trenton, Ont.	Repairs and improvements to roads, R.C.A.F. Station.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	298,541 00	Sept. 22, 1949
Trenton, Ont.	Construction of a new runway (including extensions to drainage system), R.C.A.F. Station.	H. J. McFarland Construction Co. Ltd., Picton, Ont.	298,541 00	Sept. 22, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Canadian Commercial Corporation				
Trenton, Ont.	Hangar truss repairs by pre-stressed wire method in Hangars No. 8, 9, 10, 11 and 12 at No. 6 Repair Depot.	A. F. Byers Construction Co. Ltd., Montreal, P.Q.	40,000 00	Sept. 23, 1949
Camp Shilo, Man.	Re-roofing Buildings L5, 6, 7, 8, 10, 11, 12, 16, 18, 24, 29, 44 and 50, and B1-3 included (Entrances Porches excluded)	Western Asbestos Co. Ltd., Winnipeg, Man.	21,221 00	Sept. 15, 1949
Winnipeg, Man.	Repairs to Buildings Nos. 21, 24, 27, 29, 34, H-1, H-2 H-3 and H-4, R.C.A.F. Station.	Wyatt Construction Co. Ltd., Winnipeg, Man.	3,086 00	June 10, 1949
Regina, Sask.	Construction of an extension to the pavement of No. 16 Reginald Ordinance Depot, R.C.A.F. Station.	Dorosz Bros. Contractors, Regina, Sask.	12,680 00	April 2, 1949
Edmonton, Alta.	Alterations and repairs to Buildings No. 476 to provide for Spare Parts Distribution, R.C.A.F. Station.	A. J. Barrie, Edmonton, Alta.	8,950 00	Sept. 19, 1949
Namoo, Alta.	Installation of power distribution, street lighting and fire alarms systems, Married Quarters Project, R.C.A.F. Station.	Hume & Rumble Ltd., Edmonton, Alta.	13,500 00	Sept. 28, 1949
Wainwright, Alta.	Construction of a rifle range.	Alberta Construction Co., Edmonton, Alta.	22,910 00	Sept. 19, 1949
Wainwright, Alta.	Conversion of Drill Hall, Building No. 59 to R.C.E.M.E. Workshop, Wainwright Military Camp.	Alberta Construction Co., Edmonton, Alta.	15,986 00	Sept. 28, 1949
Esquimalt, B.C.	Exterior decoration of Buildings Nos. 3-13 inclusive and Q.M. Stores including shingling of sidewalls and painting exterior wood trim, Mary Hill Fort.	Victoria Roofing & Insulation Co., Victoria, B.C.	9,914 00	Sept. 29, 1949
Fort Nelson, B.C.	Initial repairs to aerodrome.	Poole Construction Co. Ltd., Edmonton, Alta.	117,600 00	Sept. 29, 1949
Kamloops, B.C.	Construction and installation of river bank protective measures, No. 15 "X" Depot.	British Columbia & Dredging Co. Ltd., Vancouver, B.C.	98,294 00	Sept. 15, 1949
Vancouver, B.C.	Installation of sprinkler system in Building No. 49 and Hangar Nos. 7 and 8 at Jericho Beach.	Grinnell Co. of Canada, Ltd., Vancouver, B.C.	44,491 12	Sept. 22, 1949
Vancouver, B.C.	Revision of heating system, Jericho Beach.	Acme Plumbing & Heating Service, Vancouver, B.C.	151,724 00	Sept. 21, 1949
Watson Lake, Y.T.	Initial repairs to aerodrome.	Poole Construction Co. Ltd., Edmonton, Alta.	117,600 00	Sept. 29, 1949
Whitehorse, Y.T.	Construction of guard room and barrack building for the R.C.M.P.	Poole Construction Co. Ltd., Edmonton, Alta.	126,000 00	Sept. 23, 1949
Whitehorse, Y.T.	Initial repairs to aerodrome.	Poole Construction Co. Ltd., Edmonton, Alta.	117,600 00	Sept. 29, 1949
Central Mortgage and Housing Corporation				
Summerside, P.E.I.	Installation of sewers and water mains D.N.D. non-urban.	Curian & Briggs Ltd., Summerside, P.E.I.	88,740 00	July 5, 1949
Corwallis, N.S.	Installation of sewers and water mains D.N.D. non-urban.	Fowler Paving Co., Saint John, N.B.	87,114 00	June 3, 1949
Greenwood, N.S.	Installation of sewers and water mains D.N.D. non-urban.	Diamond Construction Co., Fredericton, N.B.	33,218 04	July 3, 1949
Chatham, N.B.	Installation of sewers and water mains D.N.D. non-urban.	G. Mabee, Saint John, N.B.	81,260 33	July 3, 1949
Chicoutimi, P.Q.	Construction of new veterans' rental housing (56 units).	G. R. Archambault Ltd., Montreal, P.Q.	298,972 00	March 22, 1949
Montreal North, P.Q.	Construction of new D.N.D. non-urban veterans' houses, Armed Forces personnel only (100 units).	L. B. Magli Co., Montreal, P.Q.	1,133,480 00	Sept. 2, 1949
St. Hubert, P.Q.	Construction of new D.N.D. non-urban veterans' houses, Armed Forces personnel only (100 units).	Fortin & Lamothe Engr., Ville St. Joseph, Drummond Co., P.Q.	577,640 00	July 28, 1949
St. Hubert, P.Q.	Installation of sewers and water mains D.N.D. non-urban.	A. Secotte & Fils, Montreal, P.Q.	56,643 00	July 28, 1949
Val d'Or, P.Q.	Construction of new veterans' rental housing (88 units).	Paquin Construction Co. Ltd., Val d'Or, P.Q.	511,640 00	July 20, 1949
Ajax, Ont.	Construction of roadways and ditches.	Bruell Paving Ltd., Toronto, Ont.	20,483 67	Aug. 25, 1949
Camp Borden, Ont.	Installation of sewers and water mains D.N.D. non-urban.	P. Molam Construction Co., Toronto, Ont.	34,238 50	May 26, 1949
Centralia, Ont.	Installation of sewers and water mains D.N.D. non-urban.	W. S. Fullerton Construction Co., Windsor, Ont.	79,998 00	May 26, 1949
Clinton, Ont.	Installation of sewers and water mains D.N.D. non-urban.	Sterling Construction Co., Windsor, Ont.	32,713 80	May 26, 1949
Port Frances, Ont.	Construction of new veterans' rental housing (25 units).	J. Hartnison & Sons, Port Arthur, Ont.	83,060 00	July 8, 1949

Galt, Ont.....	Construction of new veterans' rental housing (50 units).....	E.P.A. Construction Co., Ltd., London, Ont.....	159,130 00	Aug. 19, 1949
Guelph, Ont.....	Construction of new veterans' rental housing (50 units).....	R. F. Booth Construction Co., Niagara Falls, Ont.....	218,859 00	Sept. 12, 1949
Hamilton, Ont.....	Installation of 242 Van-Packers chimneys.....	Davidson McRoberts, Brampton, Ont.....	24,065 00	Sept. 8, 1949
Kingston, Ont.....	Reshingling of 249 houses at Projects 1 and 2.....	C. O'Dell, Ottawa, Ont.....	24,488 48	Sept. 21, 1949
Pictou, Ont.....	Construction of new D.N.D. non-urban veterans' houses.....	Sterling Construction Co., Windsor, Ont.....	733,194 00	Aug. 23, 1949
Stamford, Ont.....	Armed Forces personnel only (200 units).....	E.P.A. Construction Co. Ltd., London, Ont.....	75,088 00	Aug. 19, 1949
Stamford, Ont.....	Construction of new veterans' rental housing (20 units).....	J. D. K. Rooney Construction Co., Kingston, Ont.....	95,734 00	Mar. 27, 1949
Rivers, Man.....	Installation of sewers and water mains D.N.D. non-urban.....	J. S. Quinn, Construction Co., Winnipeg, Man.....	44,724 89	Aug. 16, 1949
Winnipeg, Man.....	Construction of new veterans' rental housing (95 units).....	Claydon Co., Ltd., Winnipeg, Man.....	323,105 00	Aug. 23, 1949
Calder, Sask.....	Construction of new D.N.D. non-urban veterans' houses.....	Wheeler & MacLachlan, Edmonton, Alta.....	23,036 00	Aug. 23, 1949
Prince Albert, Sask.....	Armed Forces personnel only (4 units).....	Rock Wood Insulation Service, Saskatoon, Sask.....	11,347 50	July 27, 1949
Saskatoon, Sask.....	Insulation of 50 units.....	Rock Wood Insulation Service, Saskatoon, Sask.....	52,741 40	July 27, 1949
Namoo, Alta.....	Installation of 250 houses at Project 5.....	H. Berger & Son, Ltd., Winnipeg, Man.....	52,741 40	Aug. 3, 1949
Namoo, Alta.....	Complete power and lighting services D.N.D. non-urban.....	Hume & Rumble Ltd., Edmonton, Alta.....	23,085 00	Aug. 4, 1949
Chilliwack, B.C.....	Installation of sewers and water mains D.N.D. non-urban.....	Christian & Allen, Ladner, B.C.....	77,518 00	May 9, 1949
Sea Island, B.C.....	Installation of sewers and water mains D.N.D. non-urban.....	Christian & Allen, Ladner, B.C.....	30,884 72	May 2, 1949
Victoria, B.C.....	Construction of new veterans' rental housing (68 units).....	W. J. Dick, Vancouver, B.C.....	591,632 98	Aug. 12, 1949
Victoria, B.C.....	Construction of new veterans' rental housing (100 units).....	Commonwealth Construction Co., Vancouver, B.C.....	542,157 00	Aug. 26, 1949
Mines and Resources				
Cape Breton Highlands National Park, N.S.....	Construction of road and bridges, Cabot Trail.....	Fundy Construction Co. Ltd., Halifax, N.S.....	\$ 90,000 00	Feb. 25, 1949
Fundy National Park, N.B.....	Road reconstruction.....	Caldwell Construction Co. Ltd., Fredericton, N.B.....	80,000 00	Feb. 25, 1949
Tobique Indian Reserve, N.B.....	Installation of water supply system.....	Armstrong Bros., Perth, N.B.....	20,000 00	June 20, 1949
Kenora, Ont.....	Construction of two-room school with teacher's quarters.....	S. Flostrand, Kewatin, Ont.....	42,000 00	Dec. 22, 1948
Kenora, Ont.....	Whitefish Indian Day School.....	J. Plaxton Co. Ltd., Winnipeg, Man.....	7,220 00	Aug. 3, 1949
Kenora, Ont.....	Revisions and additions to plumbing and heating systems, Cecilia Jeffery Indian Residential School.....	Brown & Herlihy, Hamilton, Ont.....	35,000 00	March 10, 1949
Ohsweken, Ont.....	Construction of R.C.M.P. Quarters, Six Nations Indian Reserve.....	J. Plaxton Co. Ltd., Winnipeg, Man.....	5,000 00	Aug. 3, 1949
Sioux Lookout, Ont.....	Reserve.....			
Sioux Lookout, Ont.....	Revisions to heating system, Indian Reserve School.....			
National Harbours Board				
Montreal Harbour, P.Q.....	Renewing pitch and gravel roofing and flashings on Sheds Nos. 18 and 19.....	E. C. Sorivans & Co. Ltd., Montreal, P.Q.....	\$ 11,540 00	Sept. 2, 1949
Department of Public Works				
Tignish, P.E.I.....	Repairs to breakwater.....	J. P. Porter Co. Ltd., Montreal, P.Q.....	49,964 50	July 8, 1949
Dartmouth, N.S.....	Additions and alterations—Public Building.....	E. Wieby, Dartmouth, N.S.....	70,088 48	Aug. 29, 1949
Halifax, N.S.....	Landscape development at Camp Hill Hospital.....	J. H. Leeman Co. Ltd., Halifax, N.S.....	35,921 00	July 29, 1949
Inverness, N.S.....	Pier reconstruction.....	Frederic Wolfe Diggin, Mulgrave, N.S.....	14,065 00	July 22, 1949
Margaree Harbour, N.S.....	Construction of a breakwater extension.....	Phyllis Construction Co., Moncton, N.B.....	41,430 85	June 28, 1949
Sackville, N.B.....	Addition and alterations, Dominion Public Building.....	A. F. Bulteler, R. W. Butcher & C. B. Butcher, Sackville, N.B.....	12,234 55	July 27, 1949
Baie Comeau, P.Q.....	Erection of a new public building.....	A. Deslauriers & Fils Limitees, Quebec, P.Q.....	229,624 00	Sept. 24, 1949
Baie Comeau, P.Q.....	Repairs to the inside face of the wharf.....	McNamara Construction Co. Ltd., Toronto, Ont.....	7,000 00	May 10, 1949
Montreal, P.Q.....	Addition and alterations, Postal Terminal Building.....	C. Duranseau Ltd., Montreal, P.Q.....	2,998,000 00	Sept. 2, 1949
Vercheres, P.Q.....	Harbour repairs and improvements (reconstruction of two breakwaters).....	Campbell Bros. & Thompson Ltd., Westmount, P.Q.....	76,387 65	July 5, 1949
Fort Erie, Ont.....	Alterations and addition to Public Building.....	Robertson Construction & Engineering Co. Ltd., Niagara Falls, Ont.....	49,836 00	Aug. 30, 1949

CONTRACTS CONTAINING FAIR WAGES SCHEDULES AWARDED DURING SEPTEMBER

Location	Nature of Contract	Name of Contractor	Amount of Contract	Date of Wages Schedule
Department of Public Works				
London, Ont.	Paving at Western Counties Veterans' Lodge Westminister Hospital.	Griffith & Crane Construction Co., Grimsby, Ont.	19,370 00	Aug. 18, 1949
Matachewan, Ont.	Construction of a wharf.	Thomas McDonald, Kirkland Lake, Ont.	5,885 00	July 5, 1949
New Liskeard, Ont.	Construction of a breakwater-wharf.	R. A. Blyth, Toronto, Ont.	7,243 00	July 20, 1949
Ottawa, Ont.	Construction of a new compressor room, National Research Council, Sussex Street.	A. Lancot Construction Co., Ottawa, Ont.	5,123 00	July 6, 1949
Ottawa, Ont.	Roof coatings, No. 4, No. 6 and No. 8 Temporary Buildings.	G. D. Holland, Ottawa, Ont.	8,852 65	Aug. 18, 1949
Ottawa, Ont.	Repairs and painting of Cafeterias No. 5 and No. 8 Temporary Buildings.	R. Strang, Ottawa, Ont.	10,300 00	Sept. 15, 1949
Ottawa, Ont.	Repairs to stonework, Dominion Observatory, Experimental Farm.	H. Dagenais, Ottawa, Ont.	12,900 00	Aug. 12, 1949
Ottawa, Ont.	Improved lighting in certain areas, Confederation Building.	S. G. Brookes, Ottawa, Ont.	5,700 00	Aug. 29, 1949
Port Hope, Ont.	Alterations to Dominion Public Building.	Bradford-Hoshal Ltd., Toronto, Ont.	25,476 00	Sept. 22, 1949
Sand Point, Ont.	Wharf repairs.	R. A. Blyth, Toronto, Ont.	27,023 80	July 20, 1949
Toronto, Ont.	Interior painting, Postal Terminal "A".	J. O. Dougall Ltd., Toronto, Ont.	42,900 00	Sept. 22, 1949
Vancouver B.C.	Revision of accommodation on the 2nd floor, Immigration Building.	G. D. McLean & Associates Ltd., Vancouver, B.C.	14,997 00	Aug. 30, 1949
Arisaig, N.S.	Dredging.	Diamond Construction Co., Ltd., Fredericton, N.B.	11,200 00	*
Bridgewater, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	146,371 48	*
Clarke's Harbour, N.S.	Dredging.	Diamond Construction Co., Ltd., Fredericton, N.B.	48,168 75	*
Livingstone Cove, N.S.	Dredging.	Freeman Wylie Digdon, Mulgrave, N.S.	9,502 00	*
Pictou, N.S.	Dredging.	J. P. Porter Co. Ltd., Montreal, P.Q.	46,000 00	*
Pictou Island, N.S.	Dredging.	Diamond Construction Co., Ltd., Fredericton, N.B.	13,788 00	*
Harshman's Brook, N.B.	Dredging.	D. LeBlanc, Buctouche, N.B.	8,700 00	*
Shipigan, N.B.	Dredging.	Diamond Construction Co., Ltd., Fredericton, N.B.	6,200 00	*
Grande Riviere, P.Q.	Dredging sand bar.	J. P. Porter Co. Ltd., Montreal, P.Q.	59,062 50	*
Paradeau, P.Q.	Dredging.	B. Dimock, New Richmond West, P.Q.	95,312 50	*
Sorel, P.Q.	Dredging.	L. Lachapelle, Sorel, P.Q.	12,992 00	*
Sorel, P.Q.	Dredging.	Consolidated Dredging Ltd., Toronto, Ont.	33,525 00	*
Nipigon, Ont.	Dredging.	McNamara Construction Co. Ltd., Toronto, Ont.	33,000 00	*
Owen Sound, Ont.	Dredging.			
Department of Transport				
Sydney, N.S.	Construction of instrument landing facilities.	J. W. Stephens Ltd., Sydney, N.S.	19,961 50	April 25, 1949
Sydney, N.S.	Additional development of Sydney Airport.	Rayner Construction Ltd., Leaside, Ont.	579,415 00	June 20, 1949
Mont Joli, P.Q.	Construction of two dwellings and two-car garage.	E. Ross, Mont Joli, P.Q.	30,731 05	June 8, 1949
Campbell Cross, Ont.	Construction of a Fan and Outer Marker Building.	Pullman Construction Ltd., Toronto, Ont.	5,388 25	April 25, 1949
Rivers, Man.	Improvement of Radio Range Access Road.	Cowan Construction Ltd., Winnipeg, Man.	6,658 00	May 21, 1949
Vulcan, Alta.	Additional development of Vulcan Aerodrome.	Mannix-O'Sullivan Paving Co. Ltd., Calgary, Alta.	8,340 00	June 3, 1949
Patricia Bay, B.C.	Additional development of airport.	Williams & Carrothers Ltd., Vancouver, B.C.	21,995 00	June 14, 1949

*The labour conditions of these contracts contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.

LABOUR LAW

Labour Legislation in New Brunswick, Yukon and Northwest Territories in 1949

The New Brunswick Legislature which was in session from March 8 to April 28 enacted a new Labour Relations Act. Like the laws in effect in Manitoba, Nova Scotia and Ontario, the New Brunswick Act is modelled closely on the federal Industrial Relations and Disputes Investigation Act. It repealed the Labour Relations Act of 1945.

A new Trades Examination Act provides for journeymen's certificates of qualification for workers in certain trades. Amendments were made in the Apprenticeship Act.

In the Northwest Territories, the Ordinance prohibiting the operation of fee-charging employment agencies was revised. A Yukon Ordinance provides for the payment of old age and blind pensions.

NEW BRUNSWICK

Labour Relations

The Labour Relations Act, in force July 1, 1949, embodies substantially the same legislation for industries coming within the jurisdiction of the Province of New Brunswick as the Industrial Relations and Disputes Investigation Act provides for undertakings under Dominion jurisdiction. It does not apply to domestic service, agriculture, horticulture, hunting or trapping, nor does it include His Majesty or any person or corporation acting on behalf of His Majesty, or any board, commission or other body functioning as an administrative unit of the Province.

Like the Dominion Act, it prohibits unfair labour practices, establishes a procedure for certification of trade unions as bargaining agents, makes collective bargaining compulsory, and provides for the appointment of conciliation officers and boards if bargaining is unsuccessful. It makes a collective agreement binding upon the employer and the bargaining agent and every employee in the unit which the bargaining agent has been certified to represent, requires that every collective agreement shall contain a provision for settling differences without work stoppage during the course of the agreement, and prohibits strikes and lockouts until conciliation procedure has been followed and seven days have elapsed after a Conciliation Board report. It prescribes penalties in the form of fines enforceable through

the Courts. It provides for an agreement with the Dominion under which the federal authorities may administer the Act with respect to any particular undertaking or business.

In wording the New Brunswick Act does not differ much from the Dominion Act (L.G., 1948, pp. 1255-1261). The following is a summary of the main points of difference.

In the section dealing with the constitution of Conciliation Boards, the New Brunswick Act provides as follows: "Where the Minister has decided to appoint a Conciliation Board, he shall forthwith, by notice in writing, require each of the parties within seven days after receipt by the party of the notice, to nominate one person to be a member of the Conciliation Board, and the Minister shall, at the expiration of the said period, appoint two members, in his opinion, representative of the different points of view involved, after considering the recommendations, if any, received within the said period." The corresponding section in the Dominion Act directs the Minister to appoint the persons nominated as members of the Conciliation Board.

The Bill as introduced contained a similar provision to that found in the Dominion Act which stipulates that no report of a Conciliation Board and no testimony or proceedings before a Conciliation Board may be receivable as evidence in court. This provision was struck out in passage.

There is no provision in the New Brunswick Act corresponding to that of the

Dominion Act [Sec. 44 (1)] authorizing the Minister to require an Industrial Inquiry Commission or Conciliation Officer to investigate and report if a complaint is made regarding an alleged violation of the Act although there is the same provision as in the Dominion Act for referring complaints of refusal to bargain collectively to the Board.

Consent to prosecute is obtained from the Labour Relations Board, not, as in the Dominion Act, from the Minister.

The Labour Relations Board set up to administer the New Brunswick Act is to be composed of not more than four members. The Canada Labour Relations Board may not exceed eight members. Both Boards must be representative of employers and employees in equal numbers.

In the section enabling the Governor in Council to make regulations, the New Brunswick Act omits the provision of the Dominion Act which grants to the Governor in Council power to exclude an employer or employee or any class of employers or employees from the provisions of the Act.

The section which enables the Minister, with the approval of the Governor in Council, to enter into an agreement to provide for the administration of this Act by the Minister of Labour for Canada is generally similar to corresponding sections in the Ontario, Manitoba and Nova Scotia Acts. Unlike the Ontario and Manitoba Acts, it does not specifically state that the agreement may cover the right of appeal from the decisions of the Provincial Board to the Dominion Board.

Licensing of Workmen

The Trades Examination Act provides for the issuance of certificates of qualification as journeymen to qualified workers in the electrical trade or any branch of the trade designated by the Governor in Council, the electric-welding trade and the gas-welding trade.

To examine candidates and to issue certificates, the Act provides for a Board of Examiners of three or more qualified persons in respect of each trade.

Any person who intimates falsely that he is the holder of a certificate of qualification is guilty of an offence and liable to a penalty not exceeding \$50.

The Governor in Council is empowered to make regulations under the Act.

Apprenticeship

By an amendment to the Apprenticeship Act, the Provincial Apprenticeship Committee may delegate all its powers and duties to the Director of Apprenticeship

except the determining of whether a trade is a skilled trade and appropriate for a contract of apprenticeship and the final settling of all disputes arising out of an apprenticeship contract or a plan of apprenticeship training. The Committee may revoke any such delegation of its powers. Provision is made for an appeal by any aggrieved person to the Committee within 60 days from the time when actions are taken by the Director.

The Governor in Council is empowered to make regulations fixing the compensation, if any, which may be paid to a prospective apprentice taking a pre-apprenticeship course.

Minimum Wages

An amendment to the Minimum Wage Act, 1945, repeals the section which continued in effect Orders made by the Fair Wage Board under the Fair Wage Act, 1936, and the Labour and Industrial Relations Act, 1938.

Vocational Education

The aggregate amount of money which the Governor in Council may raise from time to time by loans to reimburse vocational committees for expenditures made on buildings to be used for vocational education was increased from \$1,125,000 to \$1,500,000 by an amendment to the Vocational Education Act.

An Act was passed authorizing the Governor in Council to raise by way of loan a sum not exceeding \$106,000 for the purpose of acquiring buildings for the New Brunswick Technical Institute in Moncton and of purchasing vocational education equipment.

NORTHWEST TERRITORIES

Workmen's Compensation

Under the Workmen's Compensation Ordinance, 1948, which became effective on March 1, 1949, regulations were made on February 2, 1949, setting out the industries covered by the Ordinance and the industrial diseases for which compensation is payable. With some exceptions, industries and diseases covered are similar to those under the British Columbia Workmen's Compensation Act.

The Workmen's Compensation Ordinance requires employers to obtain accident insurance for their workmen in an approved company. If an employer fails to enter into a contract of insurance, he is liable to a fine not exceeding \$500, and in addition the Commissioner of the Northwest Terri-

tories may refuse to grant him a licence to carry on business or may cancel such licence if already granted.

The Commissioner may exempt from the application of the Ordinance any employer who has made other satisfactory arrangements for the protection of his workmen.

If compensation under a contract of insurance is, in the Commissioner's opinion, less than the amount which would be payable for a similar disability under the British Columbia Act, he may pay the difference out of territorial funds, provided that application has been made by the employee or his dependents within a year after payment.

Employment of Children

An Ordinance respecting Billiard Rooms and Bowling Alleys, which repeals a similar Ordinance of 1924, was passed. It requires proprietors of billiard rooms or bowling alleys to be licensed.

The minimum age for employment in billiard rooms or bowling alleys is 18 years, but an exception is made for pinsetters in bowling alleys who may be employed between the ages of 14 and 18 if the written consent of parent or guardian has been obtained and if they are not employed after 9 p.m.

Frequenting a bowling alley or billiard room, unless accompanied by parent or guardian, is prohibited up to the age of 18 but a person under 18 may bowl in a bowling alley under supervision as a member of a school team or young people's organization or athletic club. A fine of \$50 for a first offence or \$100 for a subsequent offence may be imposed for violation of these provisions.

Private Employment Agencies

An Ordinance Respecting Employment Agencies was assented to on June 29, 1949. Like the 1943 Ordinance which it replaces, it forbids any person, under penalty of a fine of \$75 or of a prison term not exceeding six months, to carry on an employment agency for fee or reward. As before, no person may receive any compensation for "sending, persuading, enticing, inducing or causing to be sent from or to any place within the Territories to or from any place outside the Territories, or between any two places within the Territories, a person seeking employment". A new provision prohibits the receiving of compensation for furnishing information with respect to employers seeking workers or workers seeking employment.

YUKON

Old Age Pensions

An Ordinance to provide for the payment of old age and blind pensions was assented to on April 8. The Ordinance empowers the Commissioner of the Yukon Territory to enter into an agreement with the Government of Canada under the Old Age Pensions Act as to a general scheme of pensions in the Yukon Territory. Such an agreement was entered into, effective from April 1, 1949, under which the Government of Canada will contribute 75 per cent of the basic monthly pension and the Territory 25 per cent.

A 1948 Old Age Pensions Ordinance was repealed.

Recent Regulations Under Dominion and Provincial Legislation

The regulations made under the Canada Shipping Act providing for the relief of distressed seamen outside Canada were revised. "Prevailing rate employees" of the public service are now granted a longer annual paid holiday, pay for public holidays which are not worked and special leave in certain circumstances. ¶Alberta and Manitoba have revised their apprenticeship regulations for the building trades to give effect to a Dominion-provincial plan providing for extended technical training for young workers. Wage rates of apprentices were raised in Alberta, and in Manitoba an arrangement whereby an apprentice may be indentured to a trade union or employers' association was provided for. ¶The trade of repair and construction of motor vehicle bodies was brought under the Alberta Tradesmen's Qualification Act. ¶Regulations of the Nova Scotia Labour Relations Board were amended to define the term "member in good standing of a trade union".

DOMINION

Canada Shipping Act

Canadian Distressed Seamen Regulations

As a result of 1948 amendments to the Canada Shipping Act, the regulations providing for the relief and repatriation of Canadian distressed seamen outside Canada have been re-issued with certain revisions. These regulations, which were approved by P.C. 4451 on September 13 and gazetted October 1, replace substantially similar regulations made on March 23, 1937 (P.C. 609). The provisions concerning repatriation give effect, in large measure, to the Repatriation of Seamen Convention (No. 23) which was adopted by the International Labour Conference in 1926.

All persons who are engaged in any capacity on board a vessel and entered on the ship's articles, including apprentices to the sea service, are covered by the regulations except pilots, cadets and pupils on training ships and naval ratings or other persons in the permanent service of a Government.

Whether seamen are in distress or not is decided in any place out of His Majesty's dominions, by the British consular officer; in a place in His Majesty's dominions, by the Governor or some person acting under his authority; and in Canada, by a Shipping Master.

As before, Canadian seamen in distress outside Canada because of being shipwrecked, discharged or left behind from a ship registered in Canada are entitled to

relief and return to a proper return port if they have been residents of Canada for at least 12 months before the commencement of the voyage. Consequent upon a 1948 amendment to the Act, provision is now made for relief and repatriation of any such Canadian distressed seamen from a ship registered elsewhere than in Canada. As previously, relief may also be given to Canadian distressed seamen who were engaged to serve in a ship belonging to the Government or a subject of a foreign country.

Distressed seamen are entitled to relief and maintenance but only until employment can be found for them or arrangements made for their repatriation. To obtain relief, a seaman must apply within three months from the time he left his last ship. Clothing and bedding, medical treatment and medicine must be provided when necessary. When a seaman is found fit to work, no further relief may be granted if he refuses to accept reasonable employment. There is no limitation on the time during which a seaman may receive relief, but after one month a special report of the circumstances must be furnished to the Minister of Transport.

Seamen in receipt of relief who are unable to ship or to find other employment must be sent to a proper return port as soon as practicable, but if possible, employment must be obtained for them at any place en route. "Proper return port" is defined as the port at which the seaman was shipped or a port in the country to which he belongs or, in the case of a discharged seaman, some other

port agreed to by him at the time of his discharge. The return port of a seaman shipped in Canada must be, unless otherwise agreed, in the province in which he was shipped. The seaman's convenience and the expense involved must be considered in deciding the route and return port. One of the changes made in the regulations is that air transport, either in whole or in part, is now provided for.

For any part of the route which is by sea the seaman must be placed on a British ship, if possible one which needs men to make up its complement, or, if there is no British ship available, on a foreign ship. Where no ship is available, he may be provided with money for his passage.

Other provisions deal with the obligation of masters of ships registered in Canada to convey seamen and the rates of passage, seamen rescued at sea, mentally deranged seamen, seamen at infected ports, and other matters.

Prevailing Rate Employees

Prevailing rate employees in the public service will be given a longer annual vacation with pay, seven public holidays, and special leave in certain circumstances, under new general regulations approved by an Order in Council (P.C. 4840) of September 20, gazetted October 12. The new regulations apply to persons employed in the public service of Canada, other than casual workers, whose remuneration is based on rates of pay prevailing in the area of their employment for the class of work they do or on rates prevailing in any area in Canada for comparable work. They do not apply to persons who receive a stated annual salary. They are effective October 1, except for the provisions dealing with vacations with pay, which are retroactive to April 1, 1949.

During the first year, the worker is entitled to a vacation leave credit of one-half day for each month of employment; for the second year, three-quarters of a day for each month; and for the third year and afterwards, to one day for each month. Previously, the vacation granted during each year of employment was one-half day per month with a maximum of one week. As before, no vacation leave may be taken during the first six months of service but the leave credit will now accumulate during that period.

Six public holidays will be granted with pay—New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. One other holiday selected from among those observed in the area of employment must be given, and

in addition, two others may be granted at the option of the Minister. If required to work on a holiday, workers must be granted a vacation leave credit in addition to regular pay for the time worked. One-half day will be given if the employee works four hours or less, or one day if he works more than four hours.

Special leave with pay for not more than three days may be given to male employees on marriage, and to all employees on the death of a member of their immediate families. The deputy head may also grant leave of absence to an employee for a period during which he is attending training or while he is on service in the Armed Forces.

The standard work-week, that is, the normal weekly hours worked, and the normal daily hours are to be determined for employees in each unit in the public service by the Treasury Board, on the recommendation of the deputy head concerned.

The rate of wages to be paid for work done in the normal number of working hours in the work-week and the rate and conditions of payment of extra pay for employees in each unit must be fixed by the Treasury Board after consultation with the Department of Labour.

Overtime rates may not be paid unless a standard work-week for the employee has been determined by the Treasury Board. Overtime at the rate of time and one-half is payable for all hours worked in excess of the standard work-week which are also in excess of 48 hours per week, except where better arrangements have previously been approved by the Governor in Council. The more favourable arrangements may be continued in effect until March 31, 1950, by which time they must have been submitted to the Treasury Board for review.

PROVINCIAL

Alberta Apprenticeship Act

New apprenticeship regulations for seven building trades and for the trade of motor vehicle repair were issued on September 7, and gazetted on September 15. The regulations respecting the trade of a radio technician (L.G., 1947, p. 1333) and the general regulations governing all trades designated under the Act (L.G., 1945, p. 1349) were amended.

General Regulations

An amendment to the general regulations governing all trades designated under the Act gives the Provincial Apprenticeship Board power to suspend the period of

apprenticeship if, in the Board's opinion, an apprentice has not made satisfactory progress in his training. As before, the apprenticeship period may also be extended until the Board is satisfied as to the competency of the apprentice.

In addition to registering with the Director of Apprenticeship, each employer in a designated trade must, as requested by the Board from time to time, furnish information regarding his employees and their qualifications.

A fee of \$3 must be paid for a final examination and certificate of qualification on the successful completion of the period of apprenticeship. If, however, an apprentice holds a certificate of proficiency under the Tradesmen's Qualification Act, the fee is not required.

Building and Motor Vehicle Repair Trades

New apprenticeship regulations govern carpenters; electricians; painters and decorators; plasterers; plumbers, steamfitters and gasfitters; sheetmetal workers; bricklayers and masons; and motor vehicle repairmen. Gasfitters were not covered in the earlier regulations (L.G., 1945, p. 1350; 1947, p. 196), which are now repealed.

An amendment of December 21, 1948, to the Apprenticeship Agreements made between the Dominion and the Provinces under the Vocational Training Co-ordination Act, 1942 (P.C. 5517, L.G., 1949, p. 152) provided for a longer period of technical training for apprentices which, if a province so decided, might be given by means of full-time pre-apprenticeship classes lasting for about six months. The new plan was not intended to be substituted for regular class training which may not take up more than three months in a year. Under the plan, trainees would be given credit on the period of apprenticeship according to the degree of trade competency attained, and as a result of the training would be eligible for a higher starting rate.

As the result of this amendment, Alberta made provision, in revising its regulations, for a period of "basic training", rather than "pre-apprenticeship training", since in that Province it was decided that the additional training should follow indenture and employment with an employer, rather than precede the apprenticeship period.

Higher starting rates were established for all the classes of workers noted above, except electricians.

Shown below are the rates for the whole apprenticeship period, the length of which is indicated in brackets after the name of the trade. For plumbers, steamfitters, gasfitters and sheetmetal workers this period

has been reduced from five to four years. The rates, which are payable while the apprentice is not attending technical classes, are in each case a percentage of the journeyman's prevailing rate. It will be noted that in most of the trades wages are fixed for each year or half-year, as the case may be, after "basic training".

Painting and decorating (3½ years); plastering (4); bricklaying and masonry (4) Per Cent

For any registered employment prior to basic training	40
First 6 months after basic training...	50
Second 6 months after basic training...	55
Third 6 months after basic training...	60
Fourth 6 months after basic training...	70
Fifth and sixth 6 months after basic training	90

For the *carpentry* trade (4) the rates are the same as above except that the 40 per cent rate is payable for the first year including probation period.

Electrical Trade (4)	Per Cent
First year	35
Second year	45
Third year	60
Fourth year	80

Plumbers, Steamfitters and Gasfitters (4)	Per Cent
First year	35
Second year	40
Third year	60
Fourth year	75

Sheet Metal Trade (4)	Per Cent
Registered employment prior to basic training	35
Year following basic training	50
Third year	75
Fourth year	80

Motor Vehicle Repair Trade (4)	Per Cent
First year	40
Second year	50
Third year	60
Fourth year	75

All increases are automatic on the dates on which they are due, but an employer may apply to the Apprenticeship Board to withhold further increases if an apprentice fails to obtain an annual certificate of progress. Such a certificate is granted on the passing of the prescribed trade tests and examinations and on the submission of a satisfactory report by the employer or trade school.

In the electrical, plumbing, steamfitting, gasfitting and sheetmetal trades, the upper age limit of 21 years has been removed. Subject to the Act and regulations, any person over 16 is now eligible to become an apprentice in these trades. At the same time, provision was made for indenturing

helpers in these three trades and in the motor vehicle repair trade. Persons working as helpers on September 15, 1949, may register as apprentices without counting on the quota of apprentices an employer is allowed.

As before, the term of apprenticeship may be reduced where a person holds a certificate from an approved technical or vocational school or has had previous experience in the trade. As regards previous experience, a new provision stipulates that, on or after December 31, 1949, no person, unless specially authorized by the Board, may have his term of apprenticeship reduced except for time during which he has been indentured under the Act. Helpers who become apprenticed may receive credit for the amount of time they have been in the trade, provided they enter into a contract before December 31.

A higher ratio of apprentices to journeymen is now permitted in the plumbing, steamfitting and gasfitting trades. One apprentice may be employed if one journeyman is engaged, and thereafter one apprentice for every three journeymen, instead of one for every five, as before.

Every apprentice must attend educational classes as prescribed by the Board and the Department of Education. Technical instruction must be given in accordance with the syllabus of training approved by the Board.

Radio Technicians

The term of apprenticeship for radio technicians was reduced from four to three years, with a corresponding adjustment in wage rates. The rates now begin, as before, at 40 per cent of the journeyman's rate for the first six months, and rise by 10 per cent each half-year until in the third year 75 and 80 per cent of the journeyman's rate must be paid. The rates are as follows:—

	Per Cent
First 6 months.....	40
Second 6 months.....	50
Third 6 months.....	60
Fourth 6 months.....	70
Fifth 6 months.....	75
Sixth 6 months.....	80

Alberta Tradesmen's Qualification Act

The trade of repair and construction of motor vehicle bodies was designated as a trade to which the Tradesmen's Qualification Act applies, by an Order in Council (O.C. 1060-49) of September 7, gazetted September 15. As with other trades under the Act, no person may engage in this trade in Alberta unless he holds a certificate of proficiency in respect of the trade.

The Act provides for the appointment of a Board of Examiners for each trade to conduct examinations and determine candidates' qualifications of proficiency.

Regulations governing two other designated trades—beauty culture and barbering—were revised on the same dates and approved by Orders in Council 1058-49 and 1059-49.

Barbering

With respect to the barbering trade, the main change is that the regulations no longer make provision for Class B certificates of proficiency which previously were granted when the applicant failed to make 75 per cent in an examination (the requirement for a Class A certificate) but obtained 50 per cent or more of the allotted marks. The holder of a Class B certificate was permitted to work at his trade only in places with a population not exceeding 1,300.

Also omitted is the provision for a temporary certificate of proficiency which was granted for three months to an applicant with the requisite two years' practical experience to permit him to work at his trade until an examination was held.

Each applicant must furnish proof that he has had at least two years' practical experience in the trade. Where, however, a person holds a certificate issued by an approved trade school in the subjects pertaining to his trade, he may be given time credit not exceeding one year for the practical training received.

For the barbering trade, the regulations now provide for the following classes of certificates: Class A certificate of proficiency, provisional certificate of proficiency, limited proficiency certificate and apprentice certificate.

To obtain a Class A certificate, an applicant must make 75 per cent in an examination. If he fails to make 75 per cent but obtains at least 60 per cent, he may be given a provisional certificate, valid for six months. Not more than two provisional certificates may be issued to one person. A limited proficiency certificate is issued to a person who confines himself exclusively to hair cutting. He must obtain at least 75 per cent of the marks given for hair cutting and 50 per cent of those given on the oral or written examination.

The apprentice certificate allows a person who desires further training to work under the supervision of a barber holding a Class A certificate. At the end of two years, the apprentice is required to present himself for examination. Formerly, an apprentice could work under the holder of a Class A, Class B, or limited proficiency certificate and was

required to try the examination at the end of one year. All certificates are subject to renewal each year.

Beauty Culture

The regulations governing the beauty culture trade were re-issued, with minor changes.

To carry on this trade, a certificate of proficiency is required, to obtain which a candidate must obtain not less than 75 per cent on examination. An apprentice certificate, issued on application, permits a person to learn the trade under the direct supervision of a certificated beauty culture parlour operator. Provision is also made for a temporary certificate which allows a qualified person to engage in the trade for three months during which time he must present himself for examination. Renewal certificates must be obtained yearly.

As with barbering, two years' practical experience is required of each candidate for a certificate. Time credit of one year is allowed for 1,400 hours' instruction in an approved beauty culture trade school.

Manitoba Apprenticeship Act

A revision has been made in the apprenticeship regulations governing the building trades in Manitoba, by Orders of September 14, gazetted September 17. Pre-apprenticeship courses have been established as a result of the amendment to the Dominion-Provincial Apprenticeship Agreements described above, and apprentices may now be indentured to a local union or employers' association instead of only to a single employer. Other changes relate to age limits of apprentices, length of the apprenticeship period, ratio of apprentices to journeymen and the granting of a certificate of qualification without an examination. Wage rates of apprentices in the painting and decorating trades are increased.

The following classes of workers are covered by the new regulations: bricklayers, masons, marble workers and tile setters; electricians, electric motor winders and repairmen; painters and decorators; carpenters and woodworkers (factory trades); plasterers and lathers; plumbers and steamfitters.

In every trade, applicants for apprenticeship, on the recommendation of the trade advisory committee, may now enrol at the Manitoba Technical Institute for a course in pre-apprenticeship training of from six to eight months' duration which terminates in the spring following the opening of the course.

Apprentices in all the trades but that of electricians may now, with the approval of

the trade advisory committee, be indentured to a local union, employers' association or a joint committee of such organizations, the number of apprentices to be determined by the committee according to the number each trade is able to assimilate. This arrangement, which is made necessary by the fact that in some establishments there is not enough work to keep an apprentice continuously employed, will provide continuous employment and a more complete training for the apprentice.

Full-time educational classes given by a technical school must be attended by apprentices in all of these trades during the whole of the apprenticeship period; for eight weeks during the first two years and thereafter for not less than four weeks during each year. In the bricklayers', masons', marble workers' and tile setters' trades, the full-time classes must be taken during the winter season. Apprentices in the plumbing and steamfitting, painting and decorating trades who have completed six months in pre-apprenticeship classes may be excused from attendance at full-time classes during the second year of their apprenticeship; those in the plasterers', lathers', carpenters', woodworkers', bricklayers', masons', marble workers' and tile setters' trades, during the second and third years of apprenticeship. Under the earlier regulations (L.G., 1945, p. 768) apprentices in most of these trades were required to attend full-time classes for two months during each of the first two years and part-time classes for not less than 140 hours during each subsequent year.

The maximum age for apprentices entering the bricklayers', masons', marble workers' and tile setters' trades is now 20 years instead of 22, as formerly. A person between 17 and 21 years of age may now enter the electrical trades as an apprentice and must accordingly have completed Grade X in the Manitoba public schools. Formerly, the age limits were 16 and 20 and the apprentice must have completed Grade IX. The ratio of the number of apprentices an employer is allowed for each journeyman has also been altered for the electrical trades. As before, one apprentice is permitted for each qualified employer, but one additional apprentice may now be engaged for each additional journeyman employed, instead of one apprentice for each five additional journeymen, as previously. The trade advisory committee may, from time to time, change this ratio, with the approval of the board, to meet the estimated requirements of the trade.

In the painters' and decorators' trades, the apprenticeship period has been raised from 3½ to 4 years and the wage rates have been

increased by five per cent. The rate begins now at 35 per cent of the journeyman's rate for the first six months, and rises with each half-year until in the last six months' period the apprentice must receive not less than 90 per cent of the journeyman's rate.

The new regulations permit a certificate of qualification to be granted without examination, on the recommendation of the trade advisory committee, and on payment of a fee, to persons engaged in the plasterers', carpenters', and bricklayers' trades for 6 years or more (formerly 4) before the coming into force of these regulations; and in the painters' trade for 5 years (formerly 3½). In the electricians' trade the period remains at 7 years and in the plumbers' trade at 5 years.

Further, a certificate may be given to any person in these trades who has been in the trade for a specified period and who passes the trade tests and examinations set by the Apprenticeship Board. The period is from 4 to 6 years for bricklayers, carpenters and plasterers; and from 4 to 5 years for painters and decorators. The period for the electricians' trade is from 5 to 7 years, as previously.

The Minister of Labour in conjunction with the Minister of Education may now make any necessary provisions for conducting evening classes for all the above trades in addition to, or as a substitute for, full-time classes.

Manitoba Licensed Practical Nurses Act

New regulations (48/49) filed on October 3, gazetted October 8, fix higher fees to be charged by licensed practical nurses.

The fees for an eight-hour day are increased from \$3.60 to \$4.15; for a 20-hour day, from \$5 to \$5.80; and for a four-hour evening shift, from \$2 to \$2.30. Overtime rates are increased from 45 cents to 50 cents an hour.

A nurse paid by the month and supplied with free room, board and laundry, may now charge \$58 a month for the first year, \$64 a month for the second year, \$70 for the third year and at least \$70 a month thereafter. The monthly rates fixed in the earlier Order (L.G., 1946, p. 832) were \$50, \$55 and \$60, respectively. As before, an additional sum equivalent to the value of room, board and laundry service must be paid when these services are not supplied free of charge.

The stipulation that nurses paid by the month must not be required to work more than eight hours a day nor more than six

days a week and must be given annually two weeks' holidays with pay remains unchanged.

Nova Scotia Trade Union Act

New sections added to the regulations governing the procedure of the Nova Scotia Labour Relations Board by an Order in Council of September 13, gazetted September 28 (L.G., 1947, p. 1683), define a member in good standing of a trade union, describe the information which must accompany every application for certification, and authorize the Chief Executive Officer, when ordered by the Board, to take a vote to determine a bargaining agent.

A "member in good standing of a trade union" is defined as a person who has satisfied the Board that he has been admitted to membership in the trade union in accordance with its constitution, rules or by-laws, has paid the prescribed initiation or admission fee and has fully paid up the monthly membership dues to within four months preceding the date of application to the Board for certification. If, however, he has become a member within the four-months' period, he must have paid at least one month's dues during that period or, where monthly dues are not required, the equivalent of one month's dues.

Every application for certification must set forth the constitution, rules and by-laws of the union; the names and addresses of its officers; a list of members in good standing showing the date of payment of the prescribed fees; a copy of the resolution which authorizes some person other than an officer of the union to sign the application for certification; and, where requested by the Board, the membership records, minutes and other books and proceedings.

Where an application is made, with the Board's consent, before the expiry of 10 months of the term of an existing collective agreement, sufficient evidence must be submitted to satisfy the Board that there is some reasonable basis for making such an application.

The Chief Executive Officer of the Board is responsible for the taking of a vote which has been ordered by the Board to determine a bargaining agent of the employees in a unit and must report the result to the Board.

In cases where the applicant for revocation of certification is a trade union desiring to be certified in place of the previously certified bargaining agent, the application must state this fact on the prescribed form.

U. S. FAIR LABOUR STANDARDS AMENDMENTS OF 1949

Amendments to the Fair Labour Standards Act raise the minimum rate from 40 to 75 cents an hour, effective January 25 next; re-define conditions of overtime pay; and strengthen the provisions governing child labour.

Certain workers formerly included are now exempt from the Act, while others are brought within its scope, the general effect being a reduction in coverage.

The minimum wage established by federal law for the United States as a whole has been almost doubled. According to the President's statement this will mean direct wage increases for approximately 1,500,000 wage-earners, amounting in most cases to from 5 to 15 cents an hour. Overtime is still to be computed on hours in excess of 40 in a week. New definitions are designed to clarify the "regular rate" on which overtime pay is based. Coverage has been altered both by a new definition of "fringe" workers in the field of the production of goods for commerce and by changing the exemptions. The general effect is to reduce coverage. The child labour prohibitions have been considerably strengthened.

Minimum Wage

A minimum wage of 75 cents an hour replaces the former rate of 40 cents an hour. The 75-cent rate becomes effective immediately when the Act comes into force next January 25. The 1938 Act stipulated that the 40-cent rate should come into effect by gradual stages starting with 25 cents and reaching 40 cents at the end of seven years.

Maximum Hours

The hours provision of the 1938 Act which requires that compensation at the rate of not less than time and one-half the regular rate be paid for hours worked in excess of 40 in a week has not been changed, but there is an important new provision which seeks to clarify the term "regular rate".

This amendment is intended to settle the "overtime on overtime" controversy and overrules an interpretation of the United States Supreme Court in a case concerning longshoremen June 7, 1948 (*Bay Ridge Operating Co. v. Aaron, et al.*). The longshoremen had signed contracts with the operators providing for time and one-half for work done before 8 a.m. and after 5 p.m.

and on Saturday afternoons, Sundays and holidays. While this premium was commonly known as overtime pay, it was not overtime pay in the sense of being pay for work done in excess of 40 hours in a week. The longshoremen claimed that the premium rate of time and one-half for irregular hours should be taken into account in computing the regular rate. The Supreme Court supported the claim and held that the longshoremen's regular rate of pay should be computed by adding the premiums for work at irregular hours to so-called "straight-time" pay received during the week, and dividing the total by the number of hours worked within the week.

The new section stipulates that the extra compensation provided by premium pay for work at irregular hours, such as at night or on Sundays and holidays, shall not be deemed part of the "regular rate" on which overtime pay for hours worked in excess of 40 is to be computed, and that this extra compensation "may be credited towards any premium compensation due . . . under this section for overtime work". Since this section was made retroactive, it will have the effect of preventing "overtime on overtime" suits resulting from the Supreme Court ruling.

A new definition of "hours worked" excludes time spent in changing clothes or washing at the beginning or end of the workday where excluded from measured working time under a collective bargaining contract.

Coverage

Some workers formerly under the Act will not now be covered, and application is extended to others.

The constitutional authority for control of hours and wages in the Fair Labour Standards Act of 1938 was the federal Government's jurisdiction over interstate commerce. Accordingly, the Act applied to

all employees engaged in interstate commerce, or in the production of goods for interstate commerce. The main exemptions from the wages and hours provisions were employees engaged in all branches of agriculture and fishing, retail and service establishments mainly operating within a state, seamen, and employees of urban and suburban transit companies.

The effect of the 1949 amendments is, in the main, to reduce the number of workers covered. In determining which borderline employees would come within the Act, the term "any process or occupation *necessary to*" production of goods, has now been changed to "closely related process or occupation directly *essential to*" production of goods. This change of definition seems to be intended to remove employees whose connection with interstate commerce is controversial.

Exemptions have been broadened in the case of retail stores and agriculture. Workers employed in woods operations where there are fewer than 12 employees, and in transporting lumber to mill or rail or bus terminal are now exempted. The exemption does not extend to sawmills or to larger logging operations. Other new exemptions include certain laundering establishments and taxicabs. The exemptions of the 1938 Act have been retained, except that employees of airlines and those employed in fish and seafood canneries have been brought under the wage provision. The section dealing with special overtime provisions where an annual wage is guaranteed has been revised. On this point the President in his statement on signing the Bill stated that the change would

encourage the development of plans for employment on an annual basis through collective bargaining by providing greater flexibility in the overtime provisions. These plans assure stability of income for wage-earners and stability of operation for employers.

Industrial homework is still covered by the Act, and a new section authorizes special enforcement measures.

Enforcement

As well as imposing a penalty of fine or imprisonment on any person who wilfully violates the Act, the 1938 statute permitted a worker to sue an employer for back wages in his own name and recover double the amount due him plus counsel fees. There was no time limit in the Fair Labour Standards Act itself for suits for wages, but the Portal to Portal Act of 1947 (L.G., 1947, p. 777) imposed a two-year limitation on suits under the Fair Labour Standards Act.

The 1949 amendment authorizes the Wage-Hour Administrator to sue an employer upon written request of an employee for sums due. A suit entered by the Administrator may be only for sums due, not for double pay and lawyer's fees.

Child Labour

The Fair Labour Standards Act of 1938 indirectly restricted the employment of children by prohibiting the shipment or delivery for shipment in interstate commerce of goods produced in an establishment, if "oppressive child labour" had been employed in or about the establishment within 30 days prior to the removal of the goods. "Oppressive child labour" was defined in the Act as employment of a child under 16 by an employer other than his parent, in any occupation. It also included a child employed by his parent in manufacturing or mining, and a minor between the ages of 16 and 18 employed in an occupation which the Secretary of Labour declared to be particularly hazardous. It is apparent that these child labour restrictions applied to employers producing goods for shipment in commerce but not to employers, such as those engaged in transportation and communication, who did *not* produce goods, and that any employer whose product could be held for 30 days before shipment could avoid compliance.

The provisions restricting child labour did not apply with respect to any child employed in agriculture while not legally required to attend school, or to any child employed as an actor in motion pictures or theatrical productions. The House of Representatives Committee on Education and Labour, in its report on the proposed amendment, pointed out the difficulties arising out of the phrase "while not legally required to attend school":—

The administration of this provision has proved exceedingly difficult because of the necessity of determining in each case the legal status, under the particular State Law, of a child's absence from school. The great variance from State to State in school attendance requirements has nullified uniformity of application of this exemption and has resulted in inadequate protection of children employed in agriculture in many States.

The 1949 amendment strengthens the child labour provisions in respect to all the loopholes indicated above. A new section states that "No employer shall employ any oppressive child labour *in commerce* or in the production of goods for commerce". This not only directly and expressly prohibits the employment of "oppressive child labour" but also brings

within the law employers engaged in commerce and not producing goods, as well as those producing goods. At the same time, the section of the 1938 Act which prohibits the shipment or delivery for shipment in commerce of goods produced in an establishment which are removed from it within 30 days after the employment there of oppressive child labour is retained.

The section prohibiting child labour in agriculture (that is, when not employed by the parent) now permits employment of children under 16 only "outside of school hours for the school district" where the child lives. This new wording replaces the phrase "while not legally required to attend school" which made enforcement dependent upon state laws. A child employed in radio or television production is now excepted, as well as a child employed in motion pictures or theatrical productions. Newsboys delivering papers to the

consumer are excepted from the wages, hours and child labour provisions of the Act.

The definition of "oppressive child labour" has been amended to read in part as follows:—

"Oppressive child labour" means a condition of employment under which (1) any employee under the age of sixteen years is employed by an employer (other than a parent or a person standing in place of a parent employing his own child or a child in his custody under the age of sixteen years in an occupation other than manufacturing or mining or an occupation found by the Secretary of Labour to be particularly hazardous for the employment of children between the ages of sixteen and eighteen years or detrimental to their health or well-being) in any occupation.

The words in italics are new. They have the effect of prohibiting the employment of a child under 16 in a hazardous occupation even if he is employed by his parent.

UNEMPLOYMENT INSURANCE

Selected Decisions of Umpire Under the Unemployment Insurance Act

Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act; published in two series (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.

Held that the claimant was unemployed within the meaning of the Act, on the day he filed his claim for benefit.—CU-B 369 (May 28, 1948).

MATERIAL FACTS OF CASE:

The claimant, employed for 26 years at a colliery, was temporarily laid off due to a mechanical breakdown at the mine. He held a bus franchise but stated that he had not taken any part in the business, having been wholly employed at the colliery until his lay-off. The regular office routine was carried on by his wife, and repairs and maintenance and bus schedules were carried out by the three drivers. He looked upon the business purely as an investment and did not receive any regular salary or remuneration, the profits being put back into the business, as it was his intention some day to discontinue his employment in the colliery and devote his time to the operation of the business. The Insurance Officer disqualified him under Section 27 (1) (a) of the Act, on the ground that he was not unemployed, as he was in fact operating a bus service.

The Court of Referees confirmed the disqualification of the Insurance Officer, basing their decision on CU-B 264, but the Chairman of the Court granted the claimant leave to appeal to the Umpire.

DECISION:

"The question to decide is whether the claimant has proved that he was unemployed within the meaning of the Act on December 5, 1947, when he filed his claim for benefit.

The facts indicate that the claimant is and has been, for some time prior to his involuntary separation from the Collieries, the owner of a bus company. They show, however, that the claimant took no active part in the operation of this company as, for a period of 26 years, he has been an employee of the Collieries where he resumed his position as a compressor man after his temporary lay-off. The claimant's statement to that effect is fully corroborated by the Manager of the National Employment Office at in his letter, dated

February 20, 1948, above quoted. Neither that statement nor this letter has been disproved in any way.

Under the circumstances, I consider that the claimant has proved that he was unemployed within the meaning of the Act on December 5, 1947, when he filed his claim for benefit.

The circumstances of case CU-B 264 mentioned by the Court of Referees in their decision are different to that of the present one. In CU-B 264, the claimant was not only the owner of a business but was also actively engaged in the operation thereof.

The decision of the Court of Referees is therefore reversed and the appeal of the claimant is allowed."

Held that a trucker engaged in business on his own account must be considered to have continued in this business even when no work is available for his truck. Held also that a Court of Referees may hear facts which were not brought to the attention of the Insurance Officer, but these facts must be relevant to the question submitted to the Court. Under Section 66 (1) its decision may cover all questions arising in relation to such claim as laid before the Insurance Officer.—CU-B 396 (October 4, 1948).

MATERIAL FACTS OF CASE:

The claimant, on benefit, informed the local office on April 20, 1948, that he had bought a truck about three weeks before and that he had a licence which enabled him to cart lumber and materials for road-building, but had been unable to make more than three trips owing to the fact that the roads were closed to heavy transport due to the winter break-up. The Insurance Officer disqualified him as of April 20, 1948, on the ground that he could no longer prove that he was unemployed.

The claimant appealed to a Court of Referees and informed the Court that on May 13 he had refused work in his usual occupation because he did not wish to work for the short time before the roads would be opened up, when he could again use his truck. The Court unanimously allowed the claim until May 13 and disqualified the claimant from that date on the ground that he was not available for work other than with his truck. The Court also disqualified him for a period of six weeks as from May 13 on the ground that he had without good cause refused to accept a situation in suitable employment which had been offered to him.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees in finding that the claimant was

unemployed from April 20 to May 12, and in imposing a disqualification for non-availability as of May 13. He also appealed on the ground that the imposition of the disqualification for six weeks from May 13, for refusing to accept employment, was not well founded and was not within the jurisdiction of the Court, as an offer of employment was made only on May 13, 1948, and, consequently, was not a fact before the Insurance Officer when he adjudicated on the claim.

DECISION:

The question to decide is whether the claimant has proved that he is unemployed within the meaning of Section 27 (1) (a) of the Act.

The evidence indicates that the claimant is the owner of a trucking business and is actively engaged in the operation thereof. He is, therefore, self-employed and does not meet the requirements of Section 27 (1) (a) of the Act.

The attention of the Court of Referees was drawn to previous decisions of the Umpire dealing with matters of self-employment. Apparently, they either overlooked or chose to ignore the following principle which is to be found in these decisions:—

When an insured person under the Act enters into business on his own account and thereby becomes self-employed, he places himself outside the scope of the Unemployment Insurance plan for the duration of his self-employment. The period of self-employment continues even on days when he happens to be idle and he cannot draw any benefit during the whole of that period, no matter what his volume of business or remuneration may be.

The Court of Referees erred in disqualifying the claimant under Section 27 (1) (b) of the Act. In decision CU-B 363, I pointed out that availability for work is not the deciding factor in cases of self-employment. To be unemployed and to be available for work are two different conditions both of which have to be fulfilled, along with the other requirements of the Act, before a claimant may be entitled to receive benefit.

The Insurance Officer has rightly imposed an indefinite disqualification, under Section 27 (1) (a), as from April 20, 1948, the date on which the claimant made his first declaration concerning his self-employment. It is to be noted that the claimant stated on April 30, 1948, that he had "used his truck a little, carting lumber (that he had), made trips of lumber and (had) received \$15 a trip".

The Insurance Officer, in his appeal to me, asked whether "Section 66 (1) of the Act gives a Court of Referees the right to deal with a question, which had not occurred and therefore was unknown to the Insurance Officer and was not dealt with by him (Section 54) and which had not been referred to the Court for a decision".

In CU-B 8, I pointed out that the mechanism of the adjudication of a claim under the Act was simple, devoid of any complicated formality in order to function with celerity and without useless cost. Speaking of Courts of Referees, I mentioned that they were administrative boards, not courts of justice, nor judicial tribunals holding a regular trial subject to rules of a rigid procedure.

Subject to the above, a Court of Referees may hear facts which were not brought to the attention of the Insurance Officer, but these facts must be relevant to the question submitted to them. Under Section 66 (1), their decision may cover all questions aris-

ing in relation to such claim as laid before the Insurance Officer.

In this case, however, the claimant, in the course of his testimony before the Court of Referees, stated that he had refused an offer of employment on May 13, 1948, and the Court of Referees disqualified him on that ground for a period of six weeks. This refusal of an offer of employment by the claimant was another indication that he was self-employed, but could not be taken as the basis for a disqualification under Section 40 (1) (a) of the Act, because that offer had not been made nor was it known to the Insurance Officer when he adjudicated upon this case. Consequently, the Court of Referees erred in disqualifying the claimant under Section 40 (1) (a) of the Act.

The appeal of the Insurance Officer is allowed and the claimant is disqualified from receipt of benefit until and unless he proves he is unemployed within the meaning of the Act, such disqualification to begin on the date upon which this decision is communicated to him.

Unemployment Insurance Statistics September 1949*

The monthly report on the operations of the Unemployment Insurance Act, prepared by the Dominion Bureau of Statistics, states that a total of 59,080 claims for Unemployment Insurance benefit was filed in local offices of the Unemployment Insurance Commission during September, 1949, compared with 57,750 in August and 33,036 during September, 1948. Included in these totals are 7,145 revised claims (that is, reconsiderations of existing claims) during September, 1949, 7,459 in August and 4,893 in September last year. Thus, initial and renewal claims, representing mainly new cases of recorded unemployment among insured persons, totalled 51,935 in September, 1949, 50,291 in August and 28,143 in September, 1948.

At September 30, 1949, ordinary claims on the live unemployment register numbered 83,525 (59,567 male and 23,958 female) as against 80,813 (57,349 male and 23,464 female) at August 31, and 44,761 (28,326 male and 16,435 female) at September 30, 1948. Ordinary claims are those filed by claimants who have separated from their former employments (although they may hold small subsidiary jobs). In addition, there were at September 30, 1949, 11,570 (9,116 male and 2,454 female) "other claimants" on the live unemployment register compared with 13,066 (10,638 male and 2,428 female) on August 31, and 2,252 (1,688 male and 564 female) on September

30, 1948. "Other claimants" are largely short-time claimants, that is, those who have been put on short time at their places of employment.

Claimants on the live unemployment register at September 30, 1949, are classified, in Table E-2, according to the number of days they have been continuously on the register since the last initial or renewal claim was filed in each case. For purposes of establishing the number of days on the register only days of proven unemployment are counted. Thus, Sundays, days of non-availability and sickness and odd days of employment are not counted. An initial claim that immediately follows the termination of a claimant's benefit year is not taken into consideration since it does not interrupt a continuous period on the register.

During September, 1949, 58,643 claims were disposed of at adjudicating centres, including 878 referred to Courts of Referees and to the Umpire for further consideration and 352 special requests not granted (for example, requests for dependency rate of benefit, antedating, extension of the two-year period). Of the remaining 57,413 cases, in which the main consideration was entitlement to benefit, 45,774 were considered entitled to benefit and 11,639 not entitled to benefit.

Chief reasons for non-entitlement as given by adjudicating officers were: "insufficient contributions while in insurable employ-

ment" 4,051 cases, "voluntarily left employment without just cause" 3,474 cases, "refused an offer of work and neglected an opportunity to work" 1,175 cases, "not capable of and not available for work" 782 cases, "discharged for misconduct" 659 cases.

During September, 1949, benefit payments amounted to \$3,671,773 as compensation for 1,611,461 benefit days compared with total payments of \$3,717,000 for 1,650,997 compensated days in August and \$1,694,139 for 871,967 compensated days in September, 1948.

In the week of September 10 to 16, 1949, a total of 65,443 beneficiaries was paid \$848,957 for 372,196 compensated unemployed days as against 62,705 beneficiaries paid \$813,027 for 361,497 days during the week of August 13 to 19. Thus, the average duration of the unemployment compensated in the week of September 10 to 16, 1949, was 5·7 days compared with an average of

5·8 days in the week of August 13 to 19, 1949. The average amount of benefit paid was \$12·97 both in the week ending September 16 and in the week ending August 19 while the average amount of benefit paid per compensated day of unemployment was \$2·28 in the week ending September 16 as against \$2·25 in the week ending August 19.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for the month ending September 30, 1949, showed 3,520,595 employees were issued with insurance books and had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1949, an increase of 83,830 since August 31, 1949.

As at September 30, 1949; 223,186 employers were registered representing an increase of 1,158 since August 31, 1949.

UIC Association Hold Triennial Convention

The second Triennial Convention of the National Unemployment Insurance Commission Association was held in Montreal, September 28 to October 1, 1949.

The Association, which is affiliated with the Civil Service Federation of Canada, has nearly 6,000 members, all of whom are employees of the Unemployment Insurance Commission from coast to coast. About 200 delegates were in attendance.

Some 250 resolutions were dealt with, by the convention, of which the following were among the most important:—

(1) that the Government be requested to establish the five-day work week in the Civil Service with no increase in present hours;

(2) favouring the payment of a fluctuating cost-of-living bonus to be applied, if and when the cost of living rises and removed when it recedes;

(3) strongly requesting that standard grades be provided in the establishment for offices of similar grades across the country;

(4) urging that a fund be set up to protect cashiers of the Unemployment Insurance Commission, similar to that provided by banks for their cashiers;

(5) requesting the Government to establish standard rates of pay for all auditors in the Government service;

(6) providing for the establishment of a committee to study new affiliations between the Association and labour or other groups and that the findings of the Committee be submitted to the entire membership of the

Association, following which a referendum be held to decide upon future affiliations;

(7) that the Government be urged to speed up action to bring the Department of Labour up to its full quota of permanent employees;

(8) that the Government be asked to amend the Superannuation Act, so that temporary employees could contribute the same amounts to their retirement funds as permanent employees contribute to their superannuation funds; and also, to allow war veterans "to pay back superannuation, without being charged the double rate of per cent as is now the custom."

The election of officers for the next three-year term resulted as follows:—

National President, Leo. J. Curry, Moncton, N.B. (re-elected); National Vice-President, J. A. Dupont, Quebec; National Secretary-Treasurer, M. F. Fitzpatrick, Ottawa; Provincial Representatives, L. T. Frost, Vancouver; R. H. Huggett, Edmonton; W. D. Porter, Regina; Murdo Campbell, Winnipeg; W. J. Russell, Toronto, and J. W. Russell, Trenton; B. W. Belanger, Quebec City, and N. Cabana, Montreal; W. A. D. Trent, Moncton; B. K. Hibbert, Halifax; G. Cheverie, Charlottetown.

The convention was concluded on the evening of Saturday, October 1, with a dinner-dance in the Windsor Hotel. Mr. A. J. Boudreau, Civil Service Commissioner was guest speaker and brief addresses were also given by the Commissioners and senior officials of the Unemployment Insurance Commission.

WAGES, HOURS AND WORKING CONDITIONS IN THE EDIBLE PLANT PRODUCTS INDUSTRY, OCTOBER 1948*

Some 52,000 plant workers were reported employed in the 460 establishments whose returns were analysed in this industry. Thirty-two per cent of the workers were in 130 establishments reporting having written collective agreements. Most common weekly hours were 48 with 170 establishments and 39 per cent of the workers on this schedule; only 79 of the 460 establishments were on a five-day week. Time and one-half was the most common rate for most overtime work. Double time was reported by 90 establishments for work on statutory holidays. Two weeks' vacation with pay were reported by 245 establishments, employing 62 per cent of the workers after a varying length of service.

In analysing the Edible Plant Products Industry, five separate branches of the industry have been used namely, Flour, Bread and Cake, Biscuits, Confectionery and Fruit and Vegetable Canning, and each will be dealt with separately.

Index numbers of wage rates, based on comparable rates in 1939, have been compiled on the first four branches noted and indicate the following trend:—

Year	Edible* Plant Products	The Flour Milling Industry			
		Flour	Bread and Cake	Biscuits	Confectionery
1939.....	100.0	100.0	100.0	100.0	100.0
1940.....	102.9	103.1	102.9	103.5	101.9
1941.....	115.0	113.9	115.5	114.4	114.5
1942.....	122.5	121.5	123.9	121.8	118.2
1943.....	130.0	133.3	128.9	131.9	130.0
1944.....	134.2	135.0	134.3	135.8	131.8
1945.....	139.4	139.2	139.0	142.0	139.0
1946.....	153.0	153.1	152.6	159.2	148.7
1947.....	175.0	178.0	174.2	184.1	167.0
1948.....	194.5	196.5	191.6	210.5	189.3

* Does not include Fruit and Vegetable Canning.

*The information in this article was prepared from data obtained in the general annual survey of wage rates and hours of labour for 1948 made by the Economics and Research Branch of the Department of Labour. Employers were asked to report on certain conditions of work as well as to give, by occupations, their straight-time wage or salary rates or the average straight-time earnings of employees on piece work during the last pay period preceding October 1, 1948. Information on wage rates for 1948 in Logging and Construction was published in the April LABOUR GAZETTE and for Civic Employees in the May issue. Information on other industries along the line of this present

article for 1948 has been published monthly since the June 1949 issue of the LABOUR GAZETTE.

For information on wage rates in the industry, see "Report No. 31—Wage Rates and Hours of Labour in Canada, 1948", issued by the Department as a supplement to the November LABOUR GAZETTE.

For a summary of provincial legislation on working conditions see *Provincial Labour Standards Concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Weekly Rest-Day and Workmen's Compensation*, an annual publication of the Department of Labour.

per cent of the total number of workers. The most common unions reported were the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (AFL-TLC) and the Flour, Feed and Cereal Workers Union, a directly chartered union of the TLC.

Standard Weekly Hours.—All the mills reported working a six-day week of 44, 48, 50 or, in one case 54 hours; 73 per cent of the workers were in 28 of the mills reporting a 48-hour week.

Overtime Rates of Pay, Table 2.—Time and one-half was the most common rate of pay for overtime during the week and on Sunday while more than half the plants, employing 77 per cent of the workers, gave double time for work on observed statutory holidays.

Vacations with Pay, Table 3.—All the mills give at least one week after six months or a year of service and in seven cases an initial vacation of two weeks was given after a year of service.

In 27 mills, employing 89 per cent of the workers, a vacation of two weeks was given after one to five years of service while nine of these gave an additional week after 25 years of service.

Statutory Holidays, Table 4.—The number of holidays reported observed was six to nine with one mill reporting four and another eleven. Payment was made for one to eleven of those observed in all but two establishments which reported paying for none of the holidays observed.

The most common provision for statutory holidays was reported by 15 mills, employing more than half the workers, which observed and paid for seven holidays.

Sick Leave with Pay.—Half the workers were employed in 17 mills which reported having some provision for sick leave with pay. In the majority of cases, group insurance schemes or mutual benefit plans were in effect and the remainder reported varying conditions and restrictions.

Shift Work, Table 5.—Almost one-quarter of the workers were reported on a second or third shift during the survey period with most of the workers on a three-shift operation. Wage differentials varied between one and five cents per hour with more than one-third of the workers receiving three cents.

The Bread and Cake Baking Industry

Returns from 157 establishments, employing 12,800 wage-earners and 800 office workers in the industry, were analysed

(Table 6). Although 92 of the establishments employed less than 50 workers each, they represented only 16 per cent of the workers and averaged 22 workers per plant.

Of the 157 establishments covered in the industry, 56 reported approximately 3,800 workers under written collective agreement, either with an international union, a directly chartered or independent union or an employees' association. The most prominent of these was the International Bakery and Confectionery Workers Union of America (AFL-TLC) with 38 establishments and 57 per cent of all workers under agreement affected by this particular union.

Standard Weekly Hours of Work, Table 7.—Weekly hours ranged between 40 and 60 with 87 of the 157 establishments and 71 per cent of the workers on a 48-hour week and less than three per cent of the workers on a longer work week.

Only 10 of the establishments employing five per cent of the wage-earners reported working a five-day week, one establishment reporting a 48-hour week and the remainder working 40 hours.

Overtime Rates of Pay, Table 8.—Time and one-half was the most common rate providing premium pay reported for any overtime in this industry. Double time was quite common for work on observed holidays and in 12 cases, double time and one-half was reported.

Vacations with Pay, Table 9.—All but one establishment reported giving an initial vacation of one or two weeks after a year or less of service.

In 132 establishments, employing 94 per cent of the workers, a vacation of at least two weeks was given after one to ten years of service and five of these gave an additional week after 20 to 30 years.

Statutory Holidays, Table 10.—The number of statutory holidays observed ranged from two to 15 with payment made for two to 14. Ninety-four per cent of the workers were in the 148 establishments paying for some or all of the holidays they observed.

The most common provision was for both the observance and payment of either eight or nine holidays, with 96 establishments employing 62 per cent of the workers, following either policy.

Sick Leave with Pay.—A total of 69 establishments employing more than half the workers, reported some provision for paid sick leave. Group insurance or sick benefit funds were reported by 38 of the establishments, employing three-quarters of the workers covered by paid sick leave, and the remainder either gave no details or gave

specinc provisions such as a particular length of service before becoming eligible, part payment only, payment allowed for a certain period of time, individual consideration or payment was at the discretion of management.

The Biscuit
Manufacturing Industry

In making an analysis of working conditions in this industry, returns from 29 establishments were used which employed some 2,700 female and 2,100 male workers in the factory and an office staff of approximately 400 (Table 11). Over half the workers were in six factories employing over 250 workers each. Six establishments employed 50 workers or less, another six

employed between 50 and 100, four had between 100 and 150 and five reported between 150 and 200.

Fourteen of the 29 establishments reported having some form of written collective agreement, affecting 63 per cent of the workers. One-third of these workers were covered by agreement with the Bakery and Confectionery Workers International Union of America (AFL-TLC) and another 54 per cent were in six establishments reporting employees' associations .

Standard Weekly Hours of Work, Table 12.—Weekly hours ranged between 42½ and 55 with half the workers on a 45- or 48-hour schedule. Eleven of the establishments employing almost one-quarter of the workers, reported operating longer than 48 hours per week.

TABLE 1.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE
FLOUR MILLING INDUSTRY, 1948

	Canada	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta ⁽¹⁾
Number of Mills.....	38	5	18	2	3	10
Employees:						
In Mill						
Male.....	3,529	653	1,590	354	255	677
Female.....	217	10	42	83	8	74
Total.....	3,746	663	1,632	437	263	751
In Office.....	578	113	149	35	76	205
Total Employees.....	4,324	776	1,781	472	339	956

(1) Includes one establishment in British Columbia

TABLE 2.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE FLOUR
MILLING INDUSTRY, 1948

Overtime Rates by Region	Monday to Saturday		Only After Weekly Hours		Sunday		Holidays	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
Total Mills and Workers.....	30	3,111	8	635	38	3,746	38	3,746
<i>Time and One-Half</i>								
Canada.....	24	2,964	8	635	24	2,632	12	668
Quebec.....	4	646	1	17	2	142	1	17
Ontario.....	8	1,055	4	430	10	1,300	5	131
Manitoba.....	2	437			2	437		
Saskatchewan.....	2	183	1	80	2	183	2	183
Alberta.....	8	643	2	108	8	570	4	337
<i>Double Time</i>								
Canada.....					10	1,019	20 ⁽¹⁾	2,888
Quebec.....					3	521	4	646
Ontario.....					4	237	7	1,311
Manitoba.....							2	437
Saskatchewan.....					1	80	1	80
Alberta.....					2	181	6	414
<i>No Premium Pay⁽²⁾</i>								
Canada.....	6	147			4	95	6	190

(1) Includes two establishments paying double time and one-half.
(2) Includes establishments paying straight time or having no overtime policy.

The five-day week was reported by 16 of the 29 establishments and employed 71 per cent of the workers.

Overtime Rates of Pay, Table 13.—In all but five cases, a rate of time and one-half was reported for overtime work during the normal work week, either after daily or weekly hours had been worked.

The only other rate providing premium pay which was reported was double time; in seven instances, this rate was reported for Sunday work and ten establishments, employing 61 per cent of the workers, paid double time for work on observed statutory holidays. One establishment reported paying double time for holiday work as well as providing a day off at another time.

TABLE 3.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE FLOUR MILLING INDUSTRY, 1948

Length of Service Required	INITIAL VACATION				MAXIMUM VACATION					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers	Mills	Workers
<i>Six Months</i>										
Canada.....	2	31			1	17				
Ontario.....	1	17			1	17				
Saskatchewan.....	1	14								
<i>One Year</i>										
Canada.....	29	3,156	7	559	8	190	6	379		
Quebec.....	5	663			1	17				
Ontario.....	15	1,504	2	111	7	173	1	47		
Manitoba.....	2	437								
Saskatchewan.....			2	249			3	263		
Alberta.....	7	552	3	199			2	69		
<i>Two Years</i>										
Canada.....							6	373		
Ontario.....							2	84		
Alberta.....							4	289		
<i>Five Years</i>										
Canada.....							6	903		
Quebec.....							1	159		
Ontario.....							3	307		
Manitoba.....							2	437		
<i>Twenty-Five Years⁽¹⁾</i>										
Canada.....									11	1,884
Quebec.....									3	487
Ontario.....									4	1,004
Alberta.....									4	393
Total Mills and Workers.....	31	3,187	7	559	9	207	18	1,655	11 ⁽²⁾	1,884

(1) Includes two mills with a service requirement of twenty years.

(2) Includes nine mills (1,690 workers) reporting an intermediate provision of two weeks after either two or five years of service.

TABLE 4.—STATUTORY HOLIDAYS FOR WAGE EARNERS IN THE FLOUR MILLING INDUSTRY

	Number of Holidays Observed by Mills						Total	
	Days						Mills	Workers Affected
	4	6	7	8	9	11		
Mills Paying for:								
1 Holiday.....					3		3	237
4 Holidays.....	1			1			2	42
5 ".....		1					1	125
6 ".....			5		1		6	849
7 ".....				15			15	1,940
8 ".....					6		6	437
9 ".....						2	2	56
11 ".....						1	1	14
Total Mills Paying for One or More Holidays.....	1	6	15	8	5	1	36	3,699
Total Mills Not Paying for Holidays.....				1	1		2	47
Total Mills Observing Holidays.....	1	6	15	9	6	1	38	3,746

Vacations with Pay, Table 14.—All the establishments reported giving a vacation of at least one week with pay after one year or less of service. Fourteen establishments employing 76 per cent of the workers, gave two weeks after a service ranging up to five years and four of these gave an additional week after 20 years of service.

Statutory Holidays, Table 15.—All the establishments reported observing holidays, ranging from three to 15 in number and 18 establishments, employing 79 per cent of the workers, paid for some or all of the holidays they observed. Twelve establishments, employing 55 per cent of the workers, paid for seven, eight or nine of the holidays.

Sick Leave with Pay.—Only four establishments reported provision for paid sick leave and in all cases it was in the form of group insurance.

The Confectionery Manufacturing Industry

A total of 43 establishments were represented by the returns analysed in this industry; they employed some 7,500 plant and 500 office workers (Table 16). The size of establishment varied from one reporting only three workers to another with nearly 1,100 workers and 62 per cent of the workers were in nine establishments reporting over 300 workers each.

**TABLE 5.—SHIFT WORK IN THE FLOUR MILLING INDUSTRY BY NUMBER OF
WAGE EARNERS, 1948**

Wage Rate Differential	Two-Shift Operation	Three-Shift Operation		Total Number of Workers on Shift Work
	2nd Shift	2nd Shift	3rd Shift	
Total Number of Workers.....	67	430	406	903
<i>No Differential</i>				
Canada.....	15	98	95	208
Quebec.....	2			2
Ontario.....	10	29	30	69
Alberta.....	3	69	65	137
<i>One and Two Cents</i>				
Canada (Manitoba Only).....		55	42	97
<i>Three Cents</i>				
Canada.....	18	274	29	321
Quebec.....		29	22	51
Ontario.....	6	223		229
Saskatchewan.....		12		12
Alberta.....	12	10	7	29
<i>Five Cents</i>				
Canada.....	34	3	240	277
Quebec.....	14			14
Ontario.....		3	225	228
Saskatchewan.....			12	12
Alberta.....	20		3	23

**TABLE 6.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE
BREAD AND CAKE BAKING INDUSTRY, BY REGION, 1948**

—	Canada	Nova Scotia	New Brun- swick	Quebec	Ontario	Manitoba	Saskat- chewan	Alberta	British Columbia
Number of Establishments..	157	6	6	20	67	8	14	19	17
Employees:									
In Bake Shop									
Male.....	10,131	145	235	2,137	5,292	600	332	582	808
Female.....	2,696	73	63	342	1,553	132	91	220	222
Total.....	12,827	218	298	2,479	6,845	732	423	802	1,030
In Office.....	826	9	29	151	392	62	45	71	67
Total Employees...	13,653	227	327	2,630	7,237	794	468	873	1,097

TABLE 7.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE BREAD AND CAKE BAKING INDUSTRY, 1948

NOTE.—Ten of these establishments (659 wage earners) reported operating on a five-day week; nine of these were working 40 hours and the other, 48 hours.

Weekly Hours	By Establishments								
	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
40.....	15				2				13
42.....	3							3	
44.....	27	1			2	5	14	1	4
45.....	8							8	
46.....	3				1	2			
48.....	87	3	6	8	62	1		7	
50.....	1			1					
54.....	7	2		5					
55 and over.....	6			6					
Total.....	157	6	6	20	67	8	14	19	17
Weekly Hours	By Number of Wage Earners								
	Canada	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
40.....	1,040				71				969
42.....	257							257	
44.....	1,537	114			296	625	423	18	61
45.....	381							381	
46.....	128				35	93			
48.....	9,122	87	298	2,134	6,443	14		146	
50.....	48			48					
54.....	222	17		205					
55 and over.....	92			92					
Total.....	12,827	218	298	2,479	6,845	732	423	802	1,030

TABLE 8.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE BREAD AND CAKE BAKING INDUSTRY, 1948

NOTE.—One establishment reported a flat rate of .80 per hour for overtime.

Overtime Rates by Region	After Daily Hours Monday to Saturday		Only After Weekly Hours		Sunday		Holidays	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
Total Establishments and Workers.....	81	5,898	75	6,864	156	12,762	156	12,762
<i>Time and One-Half⁽¹⁾</i>								
Canada.....	20	1,576	75	6,864	69	7,351	49	4,165
Nova Scotia.....	2	123	2	79	2	79	2	79
New Brunswick.....			5	283	5	283	4	204
Quebec.....			7	537	7	537	6	493
Ontario.....	3	564	24	3,927	25	4,291	15	2,028
Manitoba.....	1	72	6	646	6	645	2	263
Saskatchewan.....	2	63	10	345	7	359	3	107
Alberta.....	5	204	14	558	8	466	12	647
British Columbia.....	7	550	7	449	9	688	5	344
<i>Double Time</i>								
Canada.....	2	46			5	407	30	2,879
Nova Scotia.....					1	114	2	123
Quebec.....							1	365
Ontario.....	1	35			2	230	12	1,398
Manitoba.....							2	289
Saskatchewan.....	1	11			1	11	2	68
Alberta.....					1	52	3	85
British Columbia.....							8	521
<i>Double Time and One-Half</i>								
Canada.....							12	373
Manitoba.....							1	72
Saskatchewan.....							7	231
Alberta.....							4	70
<i>No Premium Pay⁽²⁾</i>								
Canada.....	59	4,276			82	5,004	65	5,345

(1) Includes one establishment paying time and one-quarter after weekly hours and on Sunday.

(2) Includes establishments paying straight time or reporting having no overtime policy.

TABLE 9.—VACATIONS WITH PAY IN THE BREAD AND CAKE BAKING INDUSTRY, 1948

NOTE.—One establishment with six workers did not give any information on vacations with pay.

Length of Service Required	Initial Vacation				Maximum Vacation			
	One Week		Two Weeks		One Week		Two Weeks	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>Six Months</i>								
Canada.....	11	935			1	35		*
Nova Scotia.....	1	114						
Ontario.....	4	383			1	35		
Manitoba.....	2	314						
Saskatchewan.....	3	115						
British Columbia.....	1	9						
<i>One Year⁽¹⁾</i>								
Canada.....	110	10,524	35 ⁽¹⁾	1,362	23	720	43 ⁽¹⁾	2,234
Nova Scotia.....	1	11	4	93	1	11	5	207
New Brunswick.....	1	79	5	219			5	219
Quebec.....	20	2,479			11	308		
Ontario.....	63	6,462			10	387	2	329
Manitoba.....	2	54	4	364	1	14	6	678
Saskatchewan.....			11	308			14	423
Alberta.....	10	446	9	356			9	356
British Columbia.....	13	993	2	22			2	22
<i>Two Years</i>								
Canada.....							26	1,556
Ontario.....							1	68
Manitoba.....							1	40
Alberta.....							10	448
British Columbia.....							14	1,002
<i>Three Years</i>								
Canada.....							7	650
Quebec.....							1	110
Ontario.....							6	540
<i>Five Years</i>								
Canada.....							49	7,209
New Brunswick.....							1	79
Quebec.....							8	2,061
Ontario.....							40	5,069
<i>Ten Years</i>								
Canada (Ontario Only).....							7	417
Total.....	121	11,459	35	1,362	24	755	132 ⁽²⁾	12,066

(1) Includes one establishment with 83 workers reporting no specified service requirement.

(2) Five establishments with 826 workers gave an extra week after a period of service ranging from 20 to 30 years.

TABLE 10.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE BREAD AND CAKE BAKING INDUSTRY, 1948

NOTE.—Two establishments with 37 workers did not give any information on statutory holidays.

	Number of Holidays Observed by Establishments										Total	
	Days										Estab-lish-ments	Workers Affected
	2 to 5	6	7	8	9	10	11	12	14 and 15			
Establishments paying for 2 Holidays	1				2						3	277
3 "	1										1	399
4 "	1										1	6
6 "		8		1							9	885
7 "			16	1							17	1,633
8 "				64							64	6,094
9 "					32						32	1,833
10 "						10					10	268
11 "							7				7	550
12 "								3			3	52
14 "									1		1	44
Total establishments paying for 2 to 14 holidays.....	3	8	16	66	34	10	7	3	1	148		12,041
Total establishments not paying for holidays.....	1		1	2	1			1	1	7		749
Total establishments observing holidays.....	4	8	17	68	35	10	7	4	2	155		12,790

Seven establishments employing 32 per cent of the workers, reported having collective agreements in writing. More than half of these workers were affected by agreements with the United Bakery and Confectionery Workers Union (AFL-TLC).

Standard Hours of Work, Table 17.—Weekly hours ranged between 35 and 54 with 82 per cent of the workers in 27 establishments working between 44 and 48 hours.

Although more than half the establishments reported working a five-day week of between 35 and 49 hours, they employed only 47 per cent of the total number workers.

Overtime Rates of Pay, Table 18.—Time and one-half and double time were the only rates providing premium pay which were reported with the exception of one establishment paying double time and one-half for work on some statutory holidays. Time and one-half was the most common rate paid for overtime at any time other than on observed statutory holidays; 39 per cent of the workers were in the nine establishments which reported double time for holiday work.

Vacations with Pay, Table 19.—All the establishments reported giving at least a week's vacation with pay after a year or less of service.

TABLE 11.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE BISCUIT MANUFACTURING INDUSTRY, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Western Canada
Number of Establishments.....	29	4	11	9	5
Employees:					
In Plant					
Male.....	2,143	115	872	827	329
Female.....	2,721	249	761	1,270	441
Total.....	4,864	364	1,633	2,097	770
In Office.....	378	37	150	144	47
Total.....	5,242	401	1,783	2,241	817

TABLE 12.—STANDARD WEEKLY HOURS FOR PLANT WORKERS IN THE BISCUIT MANUFACTURING INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Provinces	
	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
<i>Five Day Week</i>										
42½ and 43½.....	2	327							2	327
45.....	5	1,057					3	636	2	421
48(1).....	6	1,706			2	574	4	1,132		
Over 48.....	3	367			3	367				
Total.....	16	3,457			5	941	7	1,768	4	748
<i>Six Day Week</i>										
44.....	2	111					1	89	1	22
45.....	2	268	1	28			1	240		
Over 45 and Under 50.....	4	690	3	336	1	354				
54(2).....	5	338			5	338				
Total.....	13	1,407	4	364	6	692	2	329	1	22
<i>Total</i>										
Under 44.....	2	327							2	327
44.....	2	111					1	89	1	22
45.....	7	1,325	1	28			4	876	2	421
Over 45 and Under 48.....	3	790	1	216	2	574				
48.....	4	1,132					4	1,132		
Over 48 and Under 54.....	5	770	2	120	3	650				
54.....	4	318			4	318				
55.....	2	91			2	91				
Total.....	29	4,864	4	364	11	1,633	9	2,097	5	770

(1) Includes two establishments with a work week of 47½ hours.

(2) Includes one establishment with a work week of 55 hours.

TABLE 13.—OVERTIME RATES OF PAY FOR PLANT WORKERS IN THE BISCUIT MANUFACTURING INDUSTRY, 1948

Overtime Rates of Pay	Mon. to Sat.		Only After Weekly Hours		Sunday		Holidays	
	Est.	Workers	Est.	Workers	Est.	Workers	Est.	Workers
Total Est. and Workers.....	18	2,654	11	2,210	29	4,864	29	4,864
<i>Time and One-Half</i>								
Canada.....	13	2,372	11	2,210	11	2,431	8 ⁽¹⁾	872
Maritime Provinces.....	2	280	1	56	2	120	2	120
Quebec.....	3	897	5	509	2	484	3	555
Ontario.....	4	725	4	1,345	6	1,805	2	175
Western Canada.....	4	470	1	300	1	22	1	22
<i>Double Time</i>								
Canada.....					7	1,455	10 ⁽²⁾	2,943
Maritime Provinces.....					1	216	1	216
Quebec.....					3	612	1	413
Ontario.....							4	1,566
Western Canada.....					3	627	4	748
<i>No Premium Pay⁽³⁾</i>								
Canada.....	5	282			11	978	11	1,049

(1) One establishment reported paying regular rates for work done on the unpaid holidays.

(2) Includes one establishment with an extra provision of an additional day off.

(3) Includes establishments paying straight time or having no overtime policy.

TABLE 14.—VACATIONS WITH PAY FOR PLANT WORKERS IN THE BISCUIT MANUFACTURING INDUSTRY, 1948

Length of Service Required	Initial Vacation of One Week		Maximum Vacation					
			One Week		Two Weeks		Three Weeks	
	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers
<i>No Specified Service⁽¹⁾</i>								
Canada.....	5	1,643	1	161	1	595		
Quebec.....	2	574	1	161				
Ontario.....	1	595			1	595		
Western Canada.....	2	474						
<i>One Year</i>								
Canada.....	24 ⁽²⁾	3,221	14 ⁽³⁾	994	1	300		
Maritime Provinces.....	4	364	3	143				
Quebec.....	9	1,059	8	705				
Ontario.....	8	1,502	3	141				
Western Canada.....	3	296			1	300		
<i>Two and Three Years</i>								
Canada.....					4	709		
Ontario.....					1	360		
Western Canada.....					3	349		
<i>Five Years</i>								
Canada.....					4	865		
Quebec.....					1	354		
Ontario.....					2	390		
Western Canada.....					1	121		
<i>Twenty Years</i>								
Canada.....							4	1,240
Maritime Provinces.....							1	216
Quebec.....							1	413
Ontario.....							2	611
Totals.....	29	4,864	15	1,155	10	2,469	4	1,240

(1) Includes one establishment with an initial vacation of two weeks.

(2) Includes two establishments with service requirements of two and six months respectively.

(3) Includes one establishment with a service requirement of six months.

Although 15 establishments did not give any longer vacation, another 22, employing 59 per cent of the workers, gave two weeks after a service ranging up to five years and another six gave three weeks after 20 or 25 years of service.

Statutory Holidays, Table 20.—All the establishments reported observing between six and 15 holidays. Fourteen per cent of the workers were in ten of the establishments which did not pay for any of the holidays observed and the remainder were in establishments paying for some or all of those observed. Eighty per cent of all the workers received pay for six to eight of the holidays.

Sick Leave with Pay.—Eleven establishments employing one-third of the workers, reported having provision for paid sick leave. Four reported group insurance schemes and the others gave varying conditions such as "at the discretion of management", "to old employees", "two-thirds pay—males only" and "two weeks each year".

The Fruit and Vegetable Canning Industry

Returns from 193 establishments employing 23,000 factory workers in the pay period prior to October 1, 1948, were used in analysing working conditions in this industry. Of the 193 establishments, 163 employed less than 200 workers each. There were only five establishments employing over 500 workers, averaging 670 workers each.

Collective Agreements.—Of the 193 establishments covered, 35 reported having collective agreements in writing, affecting 23 per cent of the workers. The Federation of Fruit and Vegetable Workers Union (TLC), primarily located in the province of British Columbia, and the United Packinghouse Workers of America (CIO-CCL) were the most prominent unions reported. Seven establishments reported having agreements with other national or international unions.

TABLE 15.—STATUTORY HOLIDAYS FOR PLANT WORKERS IN THE BISCUIT MANUFACTURING INDUSTRY, 1948

—	Number of Holidays Observed by Establishment							Total	
	Days							Estab-lish-ments	Workers Affected
	3 and 5	6	7	8	9	10	11 and 15		
Establishments Paying for:									
2 Holidays						1	.....	1	413
5 " "						1	.....	1	128
6 " "						1	1	2	515
7 " "			4	1	.....	.....	.....	5	1,655
8 " "				2	.....	1	.....	3	490
9 " "					4	.....	.....	4	524
11 " "							1	1	20
15 " "							1	1	83
Total Establishments Paying for Two or More Holidays.	.....	.....	4	3	4	4	3	18	3,828
Total Establishments not Paying for Holidays.	2	2	2	1	1	3	.....	11	1,036
Total Establishments Observing Holidays....	2	2	6	4	5	7	3	29	4,864

TABLE 16.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE CONFECTIONERY MANUFACTURING INDUSTRY, 1948

—	Canada	Maritime Provinces	Quebec	Ontario	Western Canada
Number of Establishments.....	43	2	15	21	5
Employees:					
In Plant					
Male.....	2,909	325	789	1,768	27
Female.....	4,568	773	1,013	2,665	117
Total.....	7,477	1,098	1,802	4,433	144
In Office.....	508	84	134	281	9
Total.....	7,985	1,182	1,936	4,714	153

TABLE 17.—STANDARD WEEKLY HOURS FOR WAGE EARNERS IN THE CONFECTIONERY INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Western Canada	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>On a Five-Day Week</i>										
35.....	1	8					1	8		
40.....	7	178			1	16	2	44		
Over 40 and Under 44.....	4	687			2	162	2	525	4	118
44.....	3	489			2	222	1	267		
45.....	3	973					3	973		
46½ and 47½.....	2	266			1	41	1	225		
48.....	3	629			1		3	629		
49.....	1	316			1	316				
Total.....	24	3,546			7	757	13	2,671	4	118
<i>On a Six-Day Week</i>										
44.....	3	822	1	805			2	17		
45.....	3	410	1	293	2	117				
46½.....	3	1,443			2	66	2	1,377		
48.....	7	1,093			2	699	4	368	1	26
Over 48.....	3	163			3	163				
Total.....	19	3,931	2	1,098	8	1,045	8	1,762	1	26
<i>Total</i>										
35.....	1	8					1	8		
40.....	7	178			1	16	2	44	4	118
Over 40 and Under 44.....	4	687			2	162	2	525		
44.....	6	1,311	1	805	2	222	3	284		
45.....	6	1,383	1	293	2	117	3	973		
46½ and 47½.....	5	1,709			2	107	3	1,602		
48.....	10	1,722			2	699	7	997	1	26
Over 48.....	4	479			4	479				
Total.....	43	7,477	2	1,098	15	1,802	21	4,433	5	144

TABLE 18.—OVERTIME RATES OF PAY FOR WAGE EARNERS IN THE CONFECTIONERY MANUFACTURING INDUSTRY, 1948

Overtime Rates of Pay	Monday to Saturday		Only After Weekly Hours		Sunday		Holidays	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
Total Establishments and Workers.....	25	3,913	18	3,564	43	7,477	43 ⁽¹⁾	7,477
<i>Time and One-Half</i>								
Canada.....	12 ⁽²⁾	3,042	17	3,542	10	1,956	9	914
Maritime Provinces.....	1	805	1	293	1	293		
Quebec.....	2	335	9	1,364	2	245	3	157
Ontario.....	7	1,855	6	1,836	7	1,418	4	687
Western Canada.....	2	47	1	49			2	70
<i>Double Time</i>								
Canada.....			1	22	5	1,861	9 ⁽³⁾	2,947
Maritime Provinces.....					1	805	2	1,098
Quebec.....					2	348	2	699
Ontario.....			1	22	2	708	4	1,124
Western Canada.....							1	26
<i>No Premium Pay⁽⁴⁾</i>								
Canada.....	13	871			28	3,660	24	3,300

⁽¹⁾ Includes one establishment (316 workers) which reported a premium rate of 50 cents per hour.

⁽²⁾ Includes three establishments (470 workers) paying regular rates for overtime on Saturday.

⁽³⁾ Includes one establishment paying a rate of double time and one-half for work done on six of the eight holidays observed and regular time for the remaining two.

⁽⁴⁾ Includes establishments paying regular rates or having no overtime policy.

**TABLE 19.—VACATIONS WITH PAY FOR WAGE EARNERS IN THE
CONFECTIONERY MANUFACTURING INDUSTRY, 1948**

Length of Service Required	Initial Vacation of One Week		Maximum Vacation					
	Estab- lish- ments	Work- ers	One Week		Two Weeks		Three Weeks	
			Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers	Estab- lish- ments	Work- ers
<i>No Specified Service</i>								
Canada.....	4 ⁽¹⁾	375	1	24	1	334		
Ontario.....	3	351			1	334		
Western Canada.....	1	24	1	24				
<i>Three and Six Months</i>								
Canada.....	6	1,451	3	531				
Maritime Provinces.....	1	805						
Quebec.....	1	66						
Ontario.....	3	531	3	531				
Western Canada.....	1	49						
<i>One Year</i>								
Canada.....	33	5,651	11	672	3	868		
Maritime Provinces.....	1	293	1	293	1	805		
Quebec.....	14	1,736	7	320				
Ontario.....	15	3,551	3	59	1	14		
Western Canada.....	3	71			1	49		
<i>Two and Three Years</i>								
Canada.....					8	1,720		
Ontario.....					6	1,673		
Western Canada.....					2	47		
<i>Five Years</i> ⁽²⁾								
Canada.....					10	1,479		
Quebec.....					6	636		
Ontario.....					3	819		
Western Canada.....					1	24		
<i>Twenty-Five Years</i> ⁽³⁾								
Canada.....							6	1,849
Quebec.....							2	846
Ontario.....							4	1,003
Total.....	43	7,477	15	1,227	22	4,401	6	1,849

(1) Includes one establishment (334 workers) reporting an initial vacation of two weeks after no specified service. (2) Includes two establishments (364 workers) with a service requirement of ten years. (3) Includes one establishment (667 workers) with a service requirement of twenty years.

**TABLE 20.—STATUTORY HOLIDAYS FOR WAGE EARNERS IN THE
CONFECTIONERY MANUFACTURING INDUSTRY, 1948**

	Number of Holidays Observed by Establishments									Total	
	Days									Estab- lish- ments	Workers Affected
	6	7	8	9	10	11	12	15			
Establishments Paying for:											
4 Holidays.....				1						1	156
5 ".....		1			1					2	66
6 ".....	3		4							7	1,347
7 ".....		5								5	1,411
8 ".....			11							11	3,260
9 ".....				3						3	38
10 ".....					2					2	56
11 ".....						1		1		2	65
Total Establishments Paying for Four or More Holidays.....	3	6	15	4	3	1		1		33	6,399
Total Establishments not Paying for Holi- days.....		2	3	1	2		1	1		10	1,078
Total Establishments Observing Holidays	3	8	18	5	5	1	1	2		43	7,477

TABLE 21.—DISTRIBUTION OF ESTABLISHMENTS AND EMPLOYEES IN THE FRUIT AND VEGETABLE CANNING INDUSTRY, BY REGION, 1948

	Canada	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Number of Establishments.....	193	11	20	105	8	49
Employees:						
In Factory						
Male.....	10,985	252	1,167	7,224	296	2,046
Female.....	12,007	179	813	6,652	455	3,908
Total.....	22,992	431	1,980	13,876	751	5,954
In Office.....	1,357	43	104	866	28	316
Total Employees.....	24,349	474	2,084	14,742	779	6,270

TABLE 22.—STANDARD WEEKLY HOURS OF WORK FOR FACTORY WORKERS IN THE FRUIT AND VEGETABLE CANNING INDUSTRY, 1948

Standard Weekly Hours	Canada		Maritime Provinces		Quebec		Ontario		Prairie Provinces		British Columbia	
	Es- tab- lish- ments	Work- ers	Es- tab- lish- ments	Work- ers	Es- tab- lish- ments	Work- ers	Es- tab- lish- ments	Work- ers	Es- tab- lish- ments	Work- ers	Es- tab- lish- ments	Work- ers
<i>On a Five-Day Week</i>												
40	5	2,113					3	2,028	1	34	1	51
44	2	102			1	61	1	41				
45	10	1,744			1	388	9	1,356				
48 ⁽¹⁾	10	1,032			1	103	8	886	1	43		
49 and 50	2	77					2	77				
Total.....	29	5,068			3	552	23	4,388	2	77	1	51
<i>On a Six-Day Week</i>												
41½	1	241					1	241				
44	42	3,402	1	101	2	24	26	1,997	2	58	11	1,222
44½	2	300					2	300				
45	6	205					2	189	3	12	1	4
48	32	4,695			2	82	25	3,696	1	604	4	313
49 and 49½	2	103					2	103				
50	4	369	1	46			2	259			1	64
52 and 53	5	631			2	151	2	363			1	117
54	37	4,910	2	40	2	202	4	646			29	4,022
55	8	831			3	151	5	680				
57 and 59	5	197	5	197								
60	18	1,758	2	47	6	818	10	893				
63 and 65	2	282					1	121			1	161
Total.....	164	17,924	11	431	17	1,428	82	9,488	6	674	48	5,903
<i>Total</i>												
40	5	2,113					3	2,028	1	34	1	51
41½	1	241					1	241				
44	44	3,504	1	101	3	85	27	2,038	2	58	11	1,222
44½	2	300					2	300				
45	16	1,949			1	388	11	1,545	3	12	1	4
48 ⁽¹⁾	42	5,727			3	185	33	4,582	2	647	4	313
49 and 49½	3	125					3	125				
50	5	424	1	46			3	314				64
52 and 53	5	631			2	151	2	363			1	117
54	37	4,910	2	40	2	202	4	646			29	4,022
55	8	831			3	151	5	680				
57 and 59	5	197	5	197								
60	18	1,758	2	47	6	818	10	893				
63 and 65	2	282					1	121			1	160
Total ⁽²⁾	193	22,992	11	431	20	1,980	105	13,876	8	751	49	5,954

(1) Includes one establishment in Ontario (13 workers) operating on a 47½ hour week.

(2) In five establishments 109 female employees worked from 4 to 6 hours less than the male workers.

Standard Weekly Hours of Work, Table 22.—Weekly hours of work ranged between 40 and 65 with 62 per cent of the workers in 111 establishments reporting either a 44, 48 or 54-hour week.

The five-day week was in effect in 29 establishments employing 22 per cent of the workers. More than half these workers, employed in 20 establishments, were on a 45- or 48-hour week.

Overtime Rates of Pay, Table 23.—Time and one-half was the rate reported paid for overtime after either daily or weekly hours had been worked with the exception of a few establishments paying time and one-quarter, a premium of five or 10 cents or in one case a flat rate of 75 cents per hour.

Time and one-half was the usual rate reported for Sunday work with twenty establishments, employing 13 per cent of the workers, reporting double time. Approximately the same situation applied to work on observed statutory holidays.

Vacations with Pay, Table 24.—Of the 193 establishments covered by this survey 172 gave information on paid vacations. They all reported giving an initial vacation of at least one week with pay after two years or less of service with 12 of these establishments reporting an initial vacation of two weeks after a year of service.

Although 127 of the 172 establishments gave no more than one week's vacation at any time, 44 establishments employing 29 per cent of the workers reported giving two weeks and nine gave three weeks after ten to 20 years of service.

Statutory Holidays, Table 25.—In all but 11 establishments some statutory holidays were reported observed, ranging from one to 15 and nearly one-half of the workers were in 90 establishments paying for some or all of the holidays observed. Twenty-three per cent of the workers were in the 36 establishments reporting payment for one to four holidays and another 23 per cent were in the 41 establishments paying for six to nine holidays. Of those workers receiving pay for observed holidays, 20 per cent were in establishments paying for six.

Sick Leave with Pay.—There were 26 establishments employing 16 per cent of the workers which reported some provision for sick leave with pay.

Six reported sick leave at the management's discretion, another six reported a sick leave policy for regular employees and the remainder gave various provisions such as, "group insurance", "no definite policy", "one week after one year", "doctors certificate" or "length of service".

TABLE 23.—OVERTIME RATES OF PAY FOR FACTORY WORKERS IN THE FRUIT AND VEGETABLE CANNING INDUSTRY, 1948

NOTE: Five establishments (479 workers) reported overtime premium rates of five or ten cents per hour, a flat rate of 75 cents per hour or in one case, "Slightly higher than regular rates".

Overtime Rates by Region	AFTER DAILY HOURS				Only After Weekly Hours		Sunday		Holidays	
	Mon. to Fri.	Saturday	Establishments	Workers	Establishments	Workers	Establishments	Workers	Establishments	Workers
Total Establishments and Workers.	166	19,565	166	19,565	22	2,948	188	22,513	188	22,513
<i>Time and One-Quarter</i>										
Canada.....					3	269	3	269	3	317
Ontario.....					3	269	3	269	2	156
British Columbia.....									1	161
<i>Time and One-Half</i>										
Canada.....	66 ⁽¹⁾	9,071	63 ⁽¹⁾	8,897	19	2,679	61 ⁽²⁾	8,654	57 ⁽³⁾	7,309
Maritime Provinces.....	1	37	1	37					1	37
Quebec.....	2	151			6	448	1	120	1	17
Ontario.....	16	2,447	16	2,447	7	2,138	15	2,901	10	1,599
Prairie Provinces.....	1	604	1	604	5	89	6	693	5	650
British Columbia.....	46	5,832	45	5,809	1	4	38	4,940	40	5,006
<i>Double Time</i>										
Canada.....							20	3,024	21 ⁽⁴⁾	3,640
Quebec.....							3	195	5	431
Ontario.....							12	2,217	13	2,832
Prairie Provinces.....									1	43
British Columbia.....							5	612	2	334
<i>No Premium Pay ⁽⁵⁾</i>										
Canada.....	100	10,494	103	10,668			104	10,566	107	11,247

(1) Includes two establishments (546 workers) paying this rate after the first hour of overtime and 30 establishments (3,909 workers) after the first two hours.

(2) Six establishments (856 workers) paid double time after the first two hours of overtime and four paid double time after regular daily hours of work.

(3) Two establishments (249 workers) paid double time after regular daily hours.

(4) Includes one establishment (50 workers) reporting a premium rate of double time and one-half; six establishments (1,161 workers) paid time and one-half for unpaid statutory holidays.

(5) Includes establishments paying straight time or reporting having no overtime policy.

TABLE 24.—VACATIONS WITH PAY FOR FACTORY WORKERS IN THE FRUIT AND VEGETABLE CANNING INDUSTRY, 1948

NOTE.—Of the 193 Establishments Covered in this Survey, 21 Employing 1,163 Workers gave no Information on Vacations with Pay.

Length of Service Required	Initial Vacation				Maximum Vacation					
	One Week		Two Weeks		One Week		Two Weeks		Three Weeks	
	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers	Estab-lish-ments	Work-ers
<i>Under One Year</i>										
Canada.....	15	2,689			7	1,109				
Ontario.....	10	1,820			5	541				
British Columbia.....	5	869			2	568				
<i>One Year</i>										
Canada.....	144	18,394	12	701	119	14,027	15	976		
Maritime Provinces.....	2	114	1	25	2	114	1	25		
Quebec.....	14	1,424	2	24	12	1,256	2	24		
Ontario.....	85	11,726	3	52	69	8,639	4	276		
Prairie Provinces.....	7	748			5	89				
British Columbia.....	36	4,382	6	600	31	3,929	8	651		
<i>Two to Four Years</i>										
Canada.....	1	45			1	45	9	1,220		
Maritime Provinces.....	1	45			1	45				
Quebec.....							2	168		
Ontario.....							3	204		
Prairie Provinces.....							2	659		
British Columbia.....							2	189		
<i>Five Years(?)</i>										
Canada.....							6	980		
Ontario.....							3	606		
British Columbia.....							3	374		
<i>Ten to Twenty-Five Years</i>										
Canada.....							5	775	10(?)	2,697
Ontario.....							5	775	9	2,557
British Columbia.....									1	140
Total.....	160	21,128	12	701	127	15,181	35	3,951	10(?)	2,697

(1) Includes 2 establishments (323 workers) requiring 7 years service.

(2) All but one establishment (21 workers) reported an intermediate provision of two weeks after a service period ranging from two to five years.

TABLE 25.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE FRUIT AND VEGETABLE CANNING INDUSTRY, 1948

NOTE: Of the 193 establishments covered in this Survey, 11 with 567 workers did not give any information on Statutory Holidays.

	Number of Holidays Observed by Establishments														Total Estab-lish-ments	Total Factory Work-ers
	1 and 2	Days														
		3	4	5	6	7	8	9	10	11	12	15				
Establishments Paying For—																
1 Holiday.....	1	1	1	4	...	1	1	9	803
2 Holidays.....	1	2	...	...	1	1	3	...	...	...	...	...	...	8	1,030
3 ".....	...	1	...	...	1	1	4	1	...	...	...	...	...	8	1,945
4 ".....	...	...	1	1	4	1	4	...	...	...	...	...	...	11	1,587
5 ".....	...	...	...	1	1	...	...	...	...	...	...	...	...	2	93
6 ".....	...	...	...	...	8	1	2	1	...	...	...	...	...	12	2,223
7 ".....	...	...	...	...	...	2	...	1	1	...	...	...	...	3	822
8 ".....	...	...	...	...	...	...	14	...	...	...	...	...	...	14	1,183
9 ".....	...	...	...	...	...	...	...	12	...	...	...	...	...	12	1,107
10 ".....	...	...	...	...	...	...	...	...	2	...	...	...	...	2	176
11 ".....	...	...	...	...	...	...	...	...	...	7	...	...	...	7	237
12 ".....	...	...	...	...	...	...	...	...	...	...	2	...	...	2	70
Total Establishments Paying For 1-12 Holidays.	2	4	2	6	15	7	27	14	4	7	2	...	...	90	11,276
Total Establishments Not Paying For Holidays.	...	2	2	6	22	25	13	8	8	2	1	3	...	92	11,149	
Total Establishments Observing Holidays.	2	6	4	12	37	32	40	22	12	9	3	3	...	182	22,425	

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

CURRENT EMPLOYMENT CONDITIONS

The seasonal peak in employment had passed, and many workers were shifting between summer and winter jobs during October. Unemployment, while increasing from the very low level of 1.9 per cent of the labour force at August 20, was still of moderate proportions. Anticipated reductions in logging employment were expected to aggravate the problem of winter unemployment this year. All regions reported seasonal declines during October although the Prairie and Pacific regions appeared to be holding up employment levels exceptionally well. Placements were extensive at Employment Service offices during most of the month.

Employment conditions were still favourable during October. The decline in seasonal industries, which started the country-to-city movements of workers, was speeding up but most of these workers were finding other employment. Logging, mining, manufacturing, hotels and restaurants were taking on help released from farms, fishing, food plants and other seasonal industries. Industries connected with the Christmas trade offered other employment. In some cases, such as food plants, married women who entered employment temporarily for this work were withdrawing from the labour market as operations came to a close. No major lay-off had resulted from the coal and steel strikes in the United States during October since inventories had increased substantially during the year. However, by the time the strike had been settled around the middle of November, a temporary lay-off had been forced in some automobile plants in Windsor because of steel shortages.

The buoyancy of the employment scene reflected the high level of economic activity in Canada at the present time. Cheques cashed rose by 14.0 per cent in September, 1949, as compared with September of last year. The index of industrial production pushed up to 187.1 during the same month, as against 184.1 in the previous year. Retail sales, at the same time, indicated a gain of 7 per cent over the year during September. The maintenance of the present level of activity depends greatly on the export market which, however, has already shown signs of weakening. During October, the

dollar value of exports had dropped to \$269 million as against \$307 last year, to make the ten-month total for the year slightly less than that of last year.

Both employment and unemployment in Canada were currently higher than at this time in 1948. The civilian labour force, totalling 5,253,000 at August 20, had increased in all regions except the Prairies. All industries shared in the yearly gain with the exception of agriculture, forestry and transportation. The gain in unemployment, which boosted the proportion unemployed from 1.3 to 1.9 per cent of the labour force was divided fairly evenly between the various regions and the age groups but was much higher proportionately for men than women. Although unemployment among women showed only a minor advance, female employment increased at a rate comparable to men's, with both single and married women showing a gain.

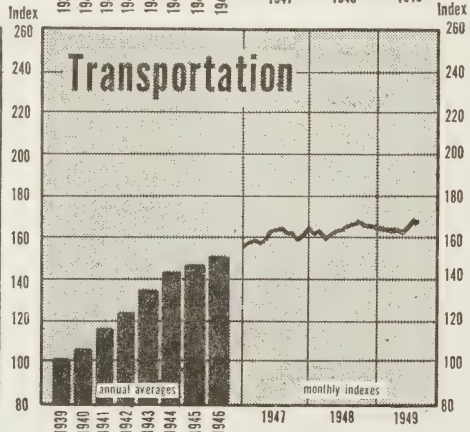
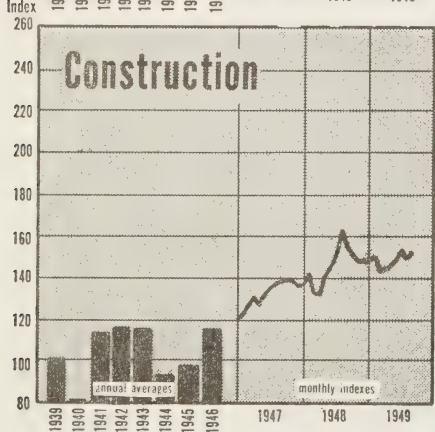
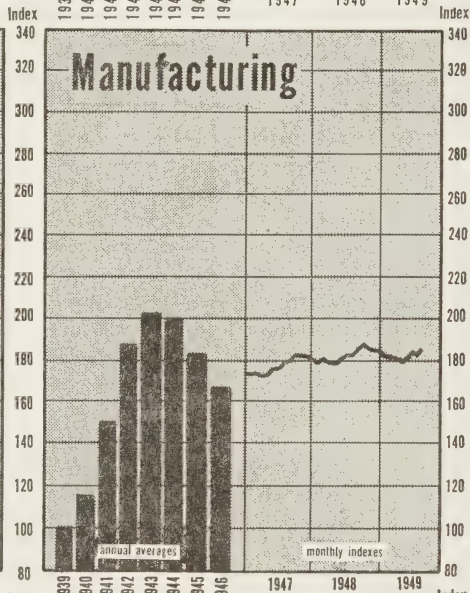
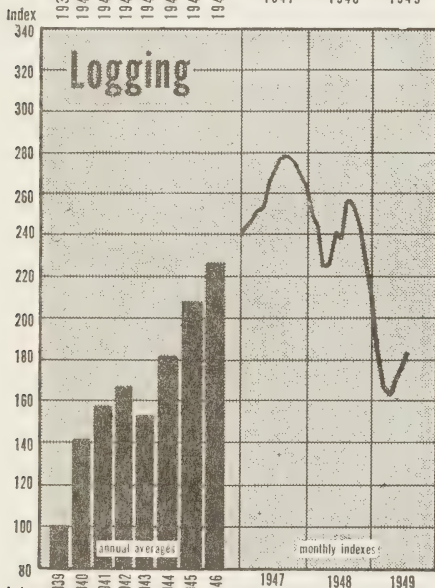
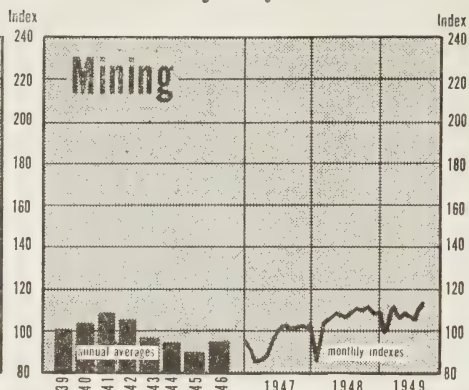
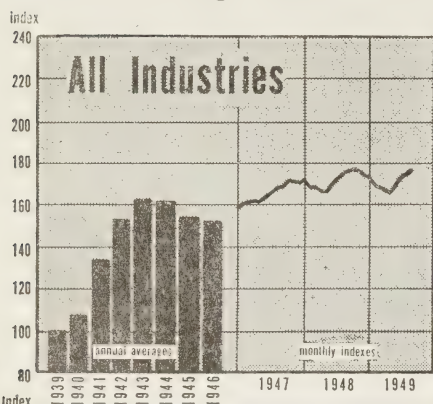
Industrial Analysis

With harvesting of late crops generally completed, employment in **agriculture** had passed its peak during October and a shift of workers out of the industry was under way. Few hirings were expected until spring. A surplus of farm help developed in some regions during the month. In addition to the normal seasonal decline in employment opportunities in the industry, several other factors were important in this connection. Some of these were: (1) the decline in employment opportunities in industries such as logging which absorb considerable numbers of off-season agricul-

EMPLOYMENT TRENDS IN CANADIAN INDUSTRIES

Average: 1939=100

Seasonally Adjusted



tural workers; (2) entry of Displaced Persons and other immigrants into farm work; and (3) the tendency of Prairie farmers to cut down on their livestock-raising activities.

Organized movements of farm labour in connection with potato and apple harvests involved fewer persons this year. Last year, the potato harvest in the state of Maine employed some 6,000 Canadians from Quebec and New Brunswick. This year, local labour was available in greater volume in the States and only 1,500 pickers were sent from Canada. The duration of this year's employment was also shorter. A second potato movement involved the transfer of approximately 1,000 men to Prince Edward Island from the other Maritime provinces, as compared with 1,200 in 1948. Apple-picking in the Annapolis Valley this year was carried out by labour available within the province whereas, in former years, workers from other provinces participated. The intra-provincial movement in connection with this harvest involved some 200 workers.

Employment in the **logging** industry in eastern Canada was expanding seasonally during the early Fall as cutting operations got under way in all provinces. It is expected that the season will be short in many areas, with cutting completed in December and hauling before the end of January.

Demand for men during October was not heavy and companies were hiring only the more experienced and capable men. Reports from the Maritimes indicated a rather pessimistic outlook for the industry, as market conditions were uncertain and many operators were not going into the woods. In Quebec, cutting was in full swing during October but it was reported that American companies near the border will not be hiring as many Canadian woodsmen as last year. Loggers from Quebec and the Maritimes were reported as moving into Ontario seeking work.

British Columbia logging operations continued seasonally active during October with employment conditions more stable after the settlement of the wage issue. A few camps were closing down due to wet weather or heavy inventories but no extensive shortages or surpluses of loggers were apparent. At the first of the month, there was a slight surplus of applicants over vacancies at the National Employment Service offices, with 242 unplaced applicants and 104 unfilled vacancies on file.

Divergent employment trends were apparent in the **manufacturing** industries in October. Some industries (such as meat packing and flour milling), were seasonally

active, while other industries reported lay-offs, involving considerable numbers of workers. On the whole, the labour force in the industry remained at approximately the same size as in 1948. The Dominion Bureau of Statistics index of manufacturing employment at September 1, 1949 was 208·8 (1926=100), as compared to 209·5 one year earlier.

During October, however, the number of lay-offs reported to the Department of Labour showed a marked increase. There has been a more pronounced seasonal pattern in employment this year, as well as a general drop in demand for many types of goods. Reductions in employment have been especially prominent in the textile and iron and steel industry groups. In addition, employment in many other companies has been put on a short-time basis.

The effect of industrial disputes was felt in manufacturing employment in several cities in Ontario and Quebec. The strike of 5,400 workers in the General Motors plant in Oshawa, which began October 25, resulted in the lay-off of an additional 2,000 employees in feeder plants in St. Catharines and Windsor. Other large strikes in progress in October involved 925 rubber factory workers in Toronto, a strike-lockout of 859 lithographers in Toronto, Hamilton, London, Ottawa and Montreal, and a strike of 202 wood products workers in Mégantic, Quebec.

Construction of all types, railway, highway and building, was very active during October and employment in the industry was high. Good weather prevailed in most areas during the month with little time lost due to rain. In all provinces, contractors were working at top speed to complete their projects before freeze-up.

Little difficulty was reported in filling labour requirements, although some cities reported shortages of skilled men, especially in the trowel trades. Small projects were absorbing unskilled men laid off from projects already completed, such as highway work.

As usual, employment will begin to slacken off during November but a fair amount of winter work was expected. Projects in view for 1950 indicate that the construction industry will remain one of the main sources of employment in the Canadian economy during the coming year.

In **transportation**, unemployment among merchant seamen in Halifax had become increasingly serious. Considerably fewer ships were reported as using Maritime ports, a condition which affects the whole economy of the eastern seaboard.

Due to lack of cargoes, 23 of the 118 vessels in the Canadian merchant fleet were

tied up in port in mid-October. Commenting on this situation in the House of Commons, the Hon. Lionel Chevrier, Minister of Transport, stated that higher operating costs were the chief reason for the lack of freight. Other contributing factors mentioned by the Minister were high initial construction costs, the level of freight rates and the exchange situation.

In an effort to reduce costs, shipowners were cutting their crews by six men. This decision was arrived at after a discussion between owners and officials of the Seafarers' International Union. Even with the cut in personnel, an average crew of 36 men will man Canadian ships, a higher number than carried on similar vessels of other nations.

The labour force in the *services* industry has expanded rapidly since the end of the war. In 1945, about 750,000 persons were employed in the many categories of work which make up this industry group, including public, professional and personal service. Currently, the labour force in the industry totalled more than 830,000.

In spite of this increase of nearly 100,000 in employment, the industry is still one of the few remaining areas of labour shortage in the Canadian economy. These vacancies are mainly in low-paying jobs for women, such as domestic, restaurant, and laundry work. At September 29, 1949, statistics on the operations of the National Employment Service showed that there were 6,450 vacancies for women in domestic and personal service in Canada with 2,966 applicants. For waitresses, there were 1,733 vacancies with 1,603 applicants.

In the case of domestic service, immigration has relieved the labour shortage considerably. In 1948, 8,303 persons admitted to Canada entered this type of work and in the first 8 months of 1949 another 3,364 arrived. Most of these have been Displaced Persons brought over in group movements sponsored by the Federal Government and under contract to stay at least one year in domestic work. The supply of single women available for this type of work in the DP camps in Europe is becoming steadily smaller and the Department of Labour is conducting a campaign to have prospective employers take married couples for this type of work.

During October, this shortage of domestic help was eased somewhat as employment opportunities in some sections of the services industry and in other industries declined seasonally. Many Displaced Persons who had completed their contract period were remaining in domestic employment as jobs in manufacturing became more difficult to find.

Regional Analysis

Employment conditions in the *Maritime* region reflected the various seasonal and other developments during October. Coal mining employment was at capacity, heavy manufacturing industries were busy, construction activity remained high for the time of year, and the potato harvest gave work to many men. On the other hand, the number unemployed mounted towards the end of the month as agriculture, fishing and public works actively diminished without a compensating increase in logging. Unemployment was considerably higher than at this time last year.

The outlook for employment this winter in the logging industry was unfavourable owing to the devaluation of the pound and poor market demand for lumber, pit props and pulpwood. Local demand for lumber was still firm and the American market good, but unless the United Kingdom market which absorbs the major part of the Maritime production could be retained, woods employment will be slight. Wages were also considerably lower than last year. In New Brunswick, woodsmen were offered \$3.50 per day with board as compared with \$5 last winter. Pulp cutting especially in Newfoundland, has been greatly curtailed as stock piles were high.

Fishing was over for the season in some areas, and the fish processing plants affected were completing their packs. Remaining areas reported poor catches, but better runs were expected shortly. Interest in herring fishing was great since the United States market remained steady, and the Canadian industry benefited from the exchange differential. The lobster season was scheduled to open shortly, and fishermen hoped for good catches to boost their year's earnings to last year's level.

Heavy manufacturing plants, other than shipbuilding, reported steady operations. The steel plant at Sydney continued at capacity. The United States steel strike had not affected production since operations were at capacity in any case. In lighter industries, conditions varied. Shoe factories reported steady production while the primary and secondary textile industry showed signs of market difficulties in several areas, and lay-offs and short-time operations were in effect.

In the *Quebec* region, employment trends of the fall months were evident during October. Agricultural activity was declining, woods operations were under way and the usual trek of displaced seasonal workers to mining areas had started. Employment continued high in the construction industry,

with some slackening of activity noted in outlying districts.

Manufacturers were cautious as a result of devaluation. Textile mills were operating below capacity; devaluation precipitated problems of readjustment in marketing and production for this industry in particular. Clothing factories were working steadily on Fall orders. Shoe factories and tanneries were still operating below capacity. No ill effects were yet reported in heavy industry from the United States steel strike, but inventories were rapidly being depleted and widespread production cut-backs loomed if the shut-down continued.

The outlook for logging employment this winter remained cloudy. Cutting had begun in all companies planning to operate this year and was expected to finish in most camps by the end of December. Employment of Canadian woodsmen in the United States camps this year was expected to be small because of increased labour supplies and reduced operations.

As employment in agriculture declined and since woods operations were not taking up the slack, many seasonal workers were looking for jobs in mining centres. Many of these men were suitable for underground work but mining operators were reluctant to hire them, owing to the extremely high turnover among them in previous years.

The employment situation in the **Ontario** region during October was affected by several large industrial disputes as well as the usual seasonal influences. Seasonal declines were under way in agriculture and the food processing industries. Activity in construction was well maintained. Any increase in unplaced applicants at employment offices during the month apart from normal seasonal causes, was accounted for chiefly by a strike in the automobile industry with consequent lay-offs in feeder plants, and strikes in the rubber tire and the printing industries.

The coal and steel strikes in the United States had not had any marked repercussions on Ontario manufacturing industries during October. Wholesale dealers in steel report fairly substantial inventories of American steel but the coal situation was not as good. Supplies of industrial coal are brought in largely by water transportation, and considerable stocks have been built up during the summer months. It is now unlikely, however, that further bituminous coal will be available before lake navigation closes, and if stocks are insufficient for the winter additional supplies will have to be brought in by rail at higher cost. The lake shipping industry reported

that many ships were still tied up as a result of the coal and steel strikes, and a surplus of experienced seamen existed.

Most manufacturing plants were operating on fairly normal production schedules for the time of year. Several iron and steel manufacturing firms continued on short-time operation, however, awaiting further developments in overseas markets. Most textile plants were in full production; the market had improved, since buyers were replacing stocks which had been cut in anticipation of price reductions this fall.

Employment in the **Prairie** region was holding up fairly well during October, despite the usual seasonal decline in general activity. Agricultural activity was slight in Manitoba and Saskatchewan, but in Alberta the sugar beet harvest was in progress. Construction continued at a good level. The seasonal upswing in the meatpacking industry was gaining momentum.

The sudden arrival of winter weather about the middle of October, with 20-inch snowfalls in some areas, held up the sugar beet harvest temporarily, but it was soon resumed. The snow also brought a cattle feeding problem for many Alberta ranchers. With this year's reduced crop of oats and barley, a shortage of feed was expected this winter unless ranchers purchase their coarse grain supplies shortly. As a result of poor wheat crops, aid to Alberta farmers under the Prairie Farm Assistance Act will probably be the highest on record. It was estimated that about 25,000 farmers in 1,250 townships will be in receipt of aid because of crop failures.

The annual fall movement of cattle to market in addition to a shortage of stock cars, was taxing facilities at Alberta yards to the extent that embargoes on shipments to stockyards were necessary. Stockyards reported the busiest season in history. The market for cattle was excellent and shipments to eastern Canada and the United States were heavy. Meatpacking plants throughout the region were generally active and seasonal labour demands were reported in all areas.

Logging operations were about to start. Sufficient manpower to meet requirements was available locally in all areas. In the Lakehead logging area, most operators planned a reduced scale of operations in comparison with last year's level except in the Fort Frances district. This varying situation reflects the strength of the markets involved; the United States market for raw pulpwood had fallen decidedly, due to competition from American west coast producers, while demand for newsprint,

sulphide and its by-products remained strong. Most mills reported large stockpiles of pulpwood on hand.

The employment situation in the *Pacific* region during October was turning towards winter conditions. Seasonal activity was drawing to a close as agriculture, fishing and placer mining ended operations for the year. On the other hand, the logging and lumbering industry continued active and construction employment, though tapering off, remained exceptionally high for the time of year.

Logging operations were active except in the Prince George district where rains had been heavy. With the settlement of wage issues, more stability was evident in the working force. Turnover will probably be low from now until the Christmas shut-down. The outlook for the coming months was fairly bright in this industry and weather permitting, employment will be substantial, although the existing surplus of skills will undoubtedly increase somewhat. Logging operations in connection with the cellulose project in the Prince Rupert area was scheduled to be under way by the first of the new year; the project will probably be able to absorb some of the surplus skills and labour available in other areas.

Sawmills were active and shingle mills were in full production. The plywood market situation improved and substantial

hirings took place during the month. The industry was looking forward to a period of intensified production, but there was no indication as to how long such conditions would continue. A surplus of mill labour was available at all points, however, although key skills were still scarce. The pulp and paper industry remained fully active, and only minor labour demands were registered.

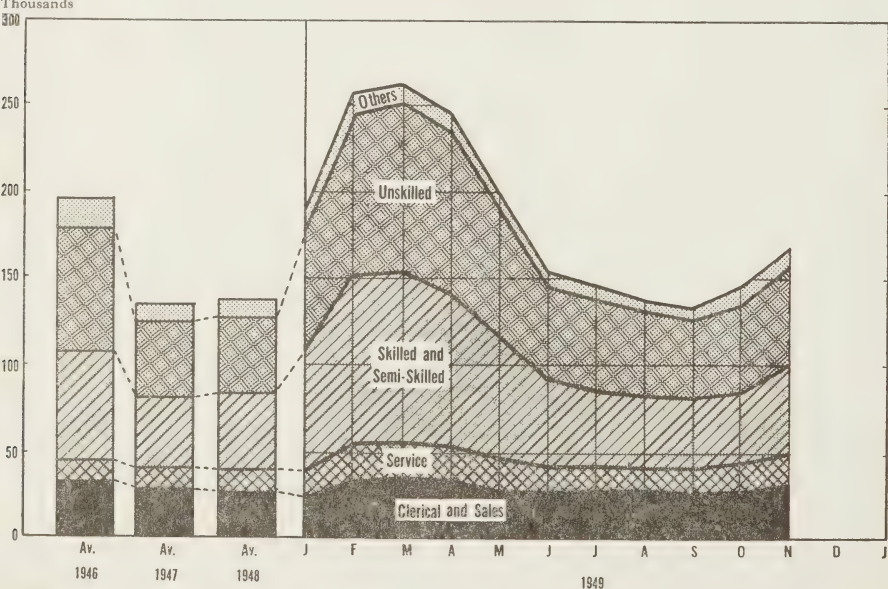
The employment level in the base metal mining industry was high. Expansion continued, with new prospects and developments reported frequently. Employment was expected to be sustained as long as the base metals market retained its present firmness. Gold mining employment was at a high level and was expected to continue so throughout the winter months.

Employment Service Activities

The increase in registrations at employment offices began in September and will probably continue until February. Most of the workers were directed to other employment during October although at a slower rate than in September. The monthly rise in unplaced applicants jumped from 6,000 to 21,000. Nevertheless, this was still modest compared with the rise of 62,000 in January of 1949 when seasonality affected all outdoor activity. Unplaced applicants at the end of October totalled 164,000.

UNPLACED APPLICANTS REGISTERED AT NATIONAL EMPLOYMENT OFFICES

This chart shows the occupation of job-seekers registered with the National Employment Service. A more detailed classification of the latest figures is given in Table D-3 on page 1631.



Placement activity during most of October was extensive. While much of the hiring was for replacements, some expansion was occurring, although this was mostly of a seasonal nature; for example, in meat plants where the fall run of livestock was nearing its peak, in confectionery manufacturing firms working on Christmas orders, and in the Prairies coal mines receiving their winter orders. Logging, also was seasonally increasing its work force but on a much-reduced scale from last year. Hiring had almost come to a standstill in agriculture.

Employers were demanding many more qualifications from workers as applicants became more numerous. This aggravated the problem of finding jobs for youths, older workers and physically handicapped persons. Educational requirements for youths were being raised to Grade X and XI in some centres and employment counsellors and school officials were encouraging "drop-outs" to return to school. As jobs lessened for the older and physically handicapped applicants, employment officials turned to more highly selective placement—matching the worker to the particular job where his abilities could be used to best advantage.

However, applicants also were being more selective when accepting employment. This was particularly so in a number of the women's fields. The working conditions

offered were often the deciding point in accepting work in the service trades. First-class hotels and restaurants maintained staffs without difficulty but second rate establishments were constantly in need of help. Few workers were interested in the "live-in" domestic jobs available. At the same time, because of the low wages offered, many openings for clerical help in banks and for stenographers remained unfilled, although the latter shortage was also due to the reluctance of employers to accept married women.

The employment market for professional persons was considerably less active. The record 1949 graduating class had been largely absorbed and openings now were scarce for "trainee" employees—those with formal education but little work experience. Immigrants generally fell into this "trainee" class since they had to be acquainted with Canadian methods and, consequently, their absorption into employment was slow. In the technical field often language difficulties created an added handicap. Orders for fully-qualified pharmacists, architects, dieticians, electrical and civil engineers were, however, on file at Executive and Professional Offices. Current market conditions strengthened the demand for salesmen and cost accountants as greater emphasis was placed on sales promotion and increased efficiency.

Unemployment in Trade Unions September 30, 1949*

Trade union unemployment in Canada increased to 2.2 per cent at the end of September, 1949, from 1.8 at the close of the previous quarter and 1.0 in the third quarter of 1948. At the date under review 2,599 locals reported a combined membership of 498,903. In the previous quarter reports were received from 2,504 locals with 489,045 members while at the end of September, 1948, the percentage was based on 2,536 locals representing 506,255 members. At the end of the quarter under review unemployment in trade unions declined in mining and transportation but increased in the other industrial groups.

In this analysis unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trade are not considered as unemployed. As the number of reporting unions varies from quarter to quarter with consequent variations in the membership upon which the

percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

Table C-11 shows the percentage of union unemployment at certain dates in each province. As compared with the previous quarter the percentage rose in Nova Scotia and Prince Edward Island from 1.9 to 5.2, in New Brunswick from 1.8 to 2.3, in Quebec from 1.7 to 3.2 and in Ontario from 1.5 to 1.8; declines were noted in the other provinces. With the exception of Manitoba and Saskatchewan the latest figures were higher than at the end of September, 1948.

A separate compilation is made each quarter of trade union unemployment in the largest city in each province with the exception of Prince Edward Island. Compared with the previous quarter, the percentage was unchanged at 0.4 in Regina, while declines were indicated in Saint John from 3.4 to 3.1; in Winnipeg, from 1.1 to 0.4; in Edmonton from 2.7 to 0.2; and in Vancouver, from 3.0 to 2.7. Increases in the percentage were noted in Halifax, from

* See Tables C-11 and C-12.

6.7 to 14.8; in Montreal, from 0.5 to 2.1; and in Toronto, from 1.0 to 1.2. In comparison to September, 1948, the percentage was lower only in Winnipeg, Regina and Vancouver.

Returns were received from 1,075 locals in the manufacturing industries. These reported 261,249 members of whom 6,345 were unemployed at the end of September. At the end of the previous quarter, 1,028 locals reported 260,071 members including 4,723 who were without work. At September 30, 1948, reports were received from 1,015 locals with 265,030 members of whom 3,764 were unemployed.

In the transportation group, reports were received from 849 locals with a total of 100,875 members of whom 933 were unemployed at the reporting date. Three months earlier 1,044 of a total of 96,666 had been unemployed; at the end of September, 1948, there were 496 unemployed of a total of 104,234.

Unemployment in mining rose slightly from 0.4 to 0.5 per cent. Reports were received from 61 locals with 19,104 members. In non-metallic mining 9 locals

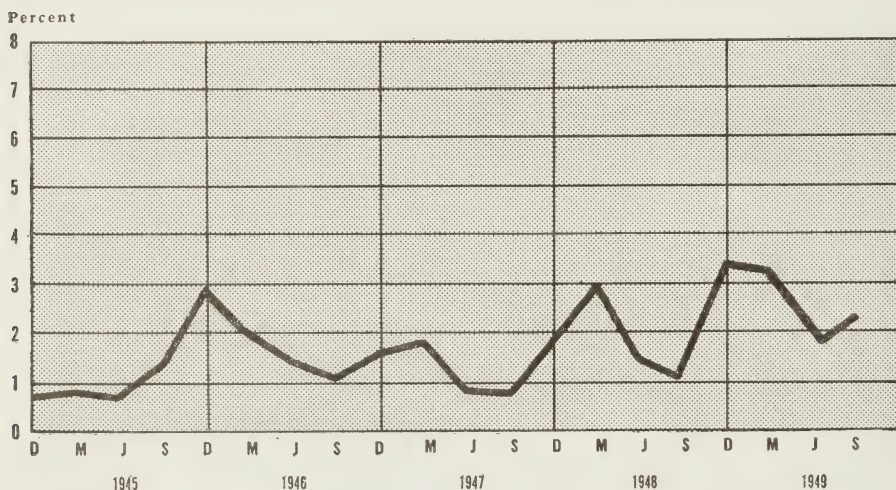
reported 70 out of 2,682 members unemployed while in coal mining 25 of a reported membership of 13,423 were out of work.

Unemployment among union members in the building and construction trades rose from 4.3 to 4.6 per cent. Reports were received from 230 local unions with 53,666 members of whom 2,443 were unemployed at the end of September. As compared with the previous quarter the percentage declined among bricklayers, from 1.1 to 0.3, electrical workers, from 3.5 to 1.0, plumbers and steamfitters, 4.0 to 3.6, and miscellaneous building workers, from 9.1 to 4.4. Increases in the percentage were noted among carpenters, from 5.8 to 6.5 and painters, from 0.1 to 2.4. At September 30, 1948, the percentage of trade union unemployment in the construction group was 1.5.

In public and personal services, the percentage of unemployment rose to 1.3 from 0.4 in the previous quarter.

In the lumbering and logging industry of Ontario and British Columbia, three locals with 4,184 members reported 600 as unemployed.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED BY TRADE UNIONS



PRICES AND THE COST OF LIVING*

Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index declined from 162·3 at September 1 to 162·2 at October 1. This placed the index 2·6 points above the level of a year ago, as contrasted with an advance of 17·4 points between October 1, 1947, and October 1, 1948. From August, 1939, to October, 1949, the increase in the cost-of-living index was 60·9 per cent. The decline of one-tenth of a point during September was caused mainly by decreases in foods which more than outweighed increases for coal, coke and gasoline. The latter followed the establishment of a premium on the United States dollar.

The food index decreased from 207·0 to 205·0 as slight price reductions were registered for beef, lamb, pork, eggs, oranges and both fresh and canned vegetables. These overbalanced small increases in butter, lard, coffee, and lemons. The only other group index to show a decrease was home furnishings and services, which moved from 167·4 to 167·2, principally due to a decline in the average price of radios.

Higher prices for United States anthracite coal and coke were sufficient to raise the fuel and light index four points from 130·1 to 134·1. The clothing index advanced 0·6 points to 184·1, increases in men's winter overcoats and rubbers being largely responsible. The index of miscellaneous items moved from 128·9 to 130·2, reflecting increases in gasoline and Montreal street car fares. The rent index remained unchanged at 123·9.

Cost of Living in Eight Cities

Cost-of-living indexes for seven of the eight regional centres for which figures are calculated moved lower during September. The Edmonton series remained at 156·8 when lower prices for foods were balanced by increases for clothing and miscellaneous items. At other centres, declines in foods outweighed increases for other groups, notably clothing and miscellaneous items.

* See Tables F-1 to F-6.

Fuel costs were substantially higher at eastern centres, reflecting mainly the establishment of a premium on the United States dollar which increased the price for imported anthracite coal and coke. The index for home furnishings and services changed only narrowly.

Composite city index decreases between September 1 and October 1 were as follows: Vancouver 0·7 to 162·8; Halifax 0·6 to 155·0; Saint John 0·4 to 159·0; Winnipeg 0·4 to 156·2; Saskatoon 0·4 to 162·4; Montreal 0·3 to 165·4 and Toronto 0·3 to 157·9.

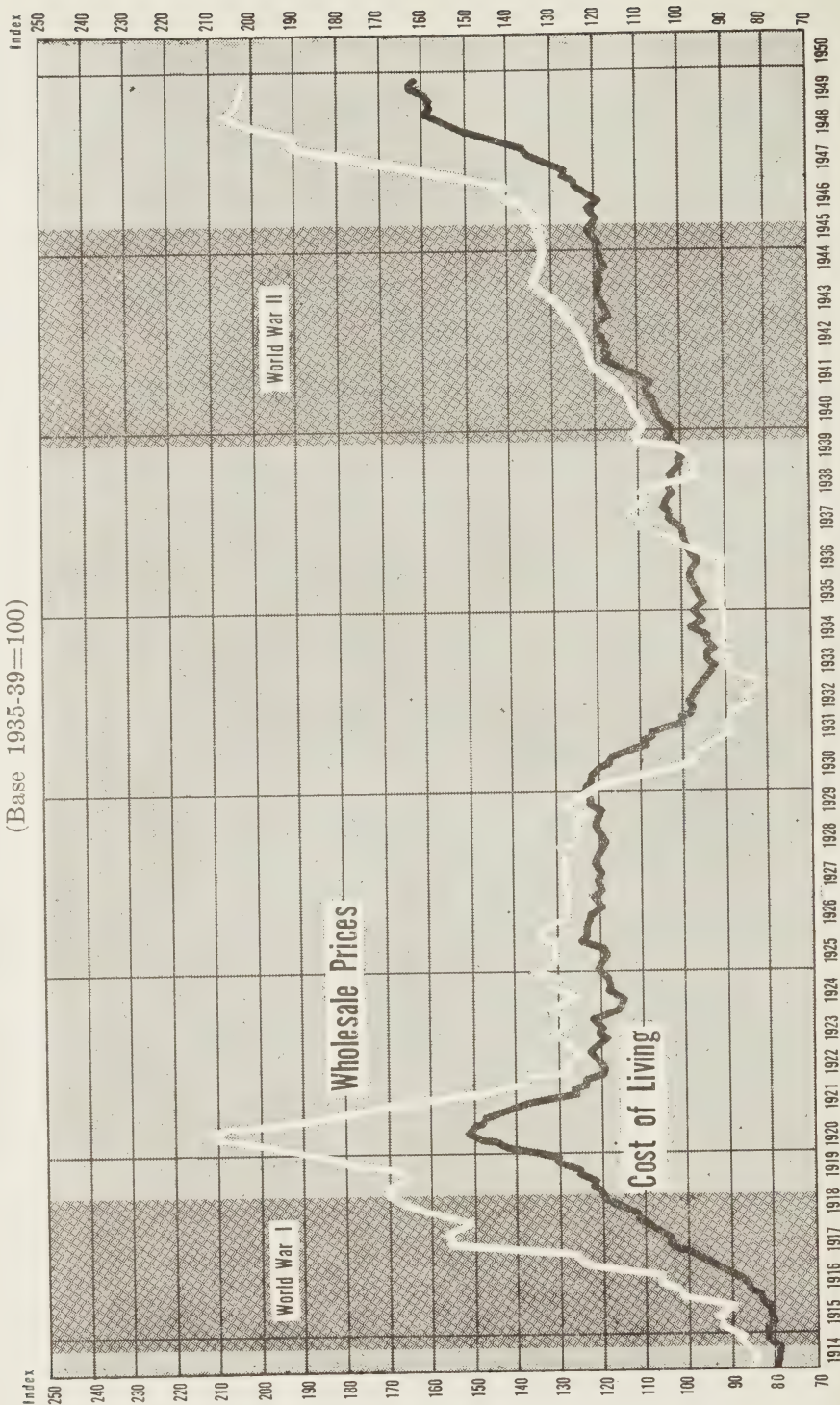
Wholesale Prices, September, 1949

A decline of 0·1 to 155·4 was recorded for the composite wholesale price index between August and September, 1949. When compared with September, 1948, there has been a drop of 3·0 points in this index. Indexes for five of the eight major groups moved lower between August and September while the remaining three recorded increases. The changes were as follows: Fibres, textiles and textile products —1·3 to 158·9; chemicals and allied products —1·1 to 121·1; animal products —1·0 to 166·8; wood, wood products and paper —0·5 to 181·7; vegetable products —0·2 to 141·9; non-ferrous metals +4·1 to 138·3; iron and its products +0·9 to 171·8 and non-metallic minerals +0·4 to 134·0. Among commodities, declines were registered for cocoa butter, cocoa beans, Ontario oats, Ontario peas, potatoes, oranges, canned tomatoes, hogs, grey cotton, shirting, cedar and fir lumber, steel wire cloth and pepper. Increases were recorded for Ontario malting barley, western barley, western rye, alfalfa hay, Ontario wheat, raw rubber, canned cherries, calves, mink skins, eggs, silver and steel plate.

Canadian farm product prices at wholesale receded 0·3 to 145·7 between August and September. Weakness in animal product prices was responsible and an index for this series declined 0·8 to 183·7 reflecting declines in livestock and raw wool. Eggs were slightly higher. Field products remained unchanged at 123·0.

COST OF LIVING AND WHOLESALE PRICES IN CANADA FROM JANUARY 1914 TO DATE

(Base 1935-39=100)



STRIKES AND LOCKOUTS*

Canada, October, 1949

There was little change in the number of strikes and lockouts and in the resulting time loss, as compared with September, 1949, but a sharp increase was recorded in the number of workers involved. This was due, for the most part, to a strike of 5,400 motor vehicle factory workers at Oshawa, Ont. During the current month three work stoppages, lithographers at London, Hamilton, Ottawa, Toronto, Ont., and Montreal, P.Q., rubber factory workers at Toronto, Ont., and motor vehicle factory workers at Oshawa, Ont., were responsible for 72 per cent of the total time loss. Preliminary figures for October, 1949, show 19 strikes and lockouts in existence, involving 16,008 workers, with a time loss of 69,479 man-working days, as compared with 22 strikes in September, 1949, with 8,211 workers involved and a time loss of 66,580 days. In October, 1948, there were 22 strikes, with 7,908 workers involved and a time loss of 88,598 days.

For the first ten months of this year, preliminary figures show 111 strikes and lockouts, involving 45,981 workers, with a time loss of 901,145 man-working days. For the similar period last year there were 136 strikes, with 38,652 workers involved and a time loss of 848,028 days.

Based on the number of wage and salary workers in Canada, the time lost in October, 1949, amounted to 0.09 per cent of the estimated working time, as compared with 0.08 per cent in September, 1949; 0.11

per cent for October, 1948; 0.11 per cent for the first ten months of 1949; and 0.11 per cent for the first ten months of 1948.

Of the 19 strikes and lockouts recorded for October, 1949, four were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month nine strikes were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: compositors, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; coal miners, Edmonton district, Alta., January 13, 1948; seamen, Great Lakes and St. Lawrence River, June 6, 1948; optical lens factory workers at Edmonton, Alta., April 9, 1949; and textile products factory workers at St. Lambert, P.Q., August 29, 1949. The strike of compositors, etc., at Vancouver, B.C., which commenced on May 30, 1946, was terminated on November 5, 1949, a satisfactory settlement having been reached. The strike of seamen, Nova Scotia, New Brunswick, Quebec, British Columbia and foreign ports, which commenced on March 22, 1949, was called off by the union on October 20, 1949.

* See Tables G-1 and G-2.

Great Britain and other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review, issued as a supplement to the *LABOUR GAZETTE* for April, 1949, and in this article are taken, as far as is possible, from the government publications of the countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in August, 1949, was 102 and 6 were still in progress from the previous month, making a total of 108 during the month. In all stoppages of work in progress in the period there were 104,100 workers involved and a time loss of 273,000 working days was caused.

Of the 102 disputes leading to stoppages of work which began in August, eight, directly involving 2,100 workers, arose out of demands for advances in wages, and 36, directly involving 1,900 workers, on other wage questions; three, directly involving 1,100 workers, on questions as to working

hours; 15, directly involving 1,200 workers, on questions respecting the employment of particular classes or persons; 34, directly involving 3,700 workers, on other questions respecting working arrangements; and five directly involving 700 workers, on questions of trade union principle. One stoppage, directly involving 100 workers, was in support of workers involved in another dispute.

United States

Preliminary figures for September, 1949, show 275 strikes and lockouts beginning in the month, in which 510,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 6,350,000 man-days. Corresponding figures for August, 1949, are 375 strikes and lockouts, involving 150,000 workers, with a time loss of 2,000,000 days.

FATAL INDUSTRIAL ACCIDENTS IN CANADA*

Third Quarter of 1949

There were 370 industrial fatalities in Canada during the third quarter of 1949 according to the latest reports received by the Department of Labour. This marks an increase of 59 fatalities over the previous quarter in which 311 accidents were recorded including 40 in a supplementary list. During the third quarter of 1948 there were 401 deaths as a result of industrial accidents, including 35 in supplementary lists.

The accidents recorded are those which involved persons gainfully employed during the course of, or arising out of, their employment. The statistics include deaths which resulted from industrial diseases as reported by the provincial Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Newspaper reports are used to supplement these data.

During the quarter under review there were three accidents which resulted in three or more industrial fatalities in each case. On August 10, three slashers engaged in hydro-electric maintenance work were drowned when a tow rope, which was attached to a boat in which they were travelling through rapids near Pine Portage, Ontario, broke, causing the boat to capsize. Four members of the Meteorological Service of the Department of Transport and a nurse on duty were killed near Norway House, Manitoba, on August 23 when the aircraft in which they were travelling crashed. On September 9, an explosion in, and subsequent crash of, an aeroplane, near St. Joachim, Quebec, resulted in the death of four members of the crew and two paper plant employees who were travelling in

connection with their work. While there were a number of other passengers killed as a result of this crash it is not known that their deaths were incidental to their employment and hence their deaths are not classed as industrial fatalities.

Grouped by industries the largest number of fatalities, 74, was recorded in transportation. Of these, 27 occurred in local and highway transportation and 26 in steam railway transportation. During the previous quarter there were 47 industrial fatalities in transportation of which steam railways were responsible for 24 and local and highway transportation for 10.

There were 52 industrial deaths in manufacturing during the third quarter, 16 of which occurred in the iron and steel products group. In the previous three month period there were 57 fatalities in the manufacturing industries including 17 in iron and steel products. In the third quarter of 1948 there were 80 industrial fatalities in manufacturing.

In agriculture there were 50 accidental deaths during the three month period as compared with 31 and 9 during the second and first quarters of 1949 respectively. The increasing number of fatalities reflects the increasing activity in this industry during the first three quarters of the year.

There were 48 fatalities in the various branches of the construction industry during the third quarter of 1949 as compared with 38 in the previous three months and 67 in the third quarter of 1948.

There were 41 fatalities in mining in the quarter under review, an increase of two over the previous three month period.

The analysis of causes of industrial accidents shows that 132 or 35.7 per cent were caused by moving trains, watercraft and other vehicles. Automobiles and other power vehicles accounted for 65 of these

* See Tables H-1 and H-2.

SELECTED LIST OF PUBLICATIONS RECEIVED IN LIBRARY OF DEPARTMENT OF LABOUR, OTTAWA*

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed, free of charge, by making application to the Librarian, Department of Labour, Ottawa. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. Students should apply for material through their institutional library.

Apprenticeship

1. U.S. BUREAU OF APPRENTICESHIP. *National Standards for Carpentry Apprenticeship*. Revised edition. Washington, G.P.O., 1948. Pp. 27.

2. VAN DUSEN, EDWARD B. *Apprenticeship in Western New York State*; a study of the present status of Apprentice Training Programs and of Indentured Apprentices. Ithaca, New York, 1949. Pp. 51.

Business

3. AMERICAN MANAGEMENT ASSOCIATION. *A Company Guide to Marketing Research*. New York, 1944. Pp. 36.

4. MANITOBA. DEPT. OF INDUSTRY AND COMMERCE. BUREAU OF INDUSTRIAL DEVELOPMENT. *Financing Your Business*, prepared by Gordon Donaldson. Winnipeg, 1949. Pp. 25.

Civil Service

5. FRANCE. INSTITUT NATIONAL DE LA STATISTIQUE ET DES ÉTUDES ÉCONOMIQUES POUR LA MÉTROPOLE ET LA FRANCE D'OUTRE-MER. *Recensement général des agents des services publics*. Paris, Imprimerie Nationale, 1949. Pp. 108.

6. GREAT BRITAIN. COMMITTEE ON THE POLITICAL ACTIVITIES OF CIVIL SERVANTS. *Report*. London, H.M.S.O., 1949. Pp. 42.

Collective Bargaining

7. NEW YORK (STATE) DEPT. OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Provisions of Teamsters' Union Contracts in New York City*. New York, 1949. Pp. 58.

8. *Proceedings of the Conference on Industry-wide Collective Bargaining, May 14, 1948*. Philadelphia, University of Pennsylvania Press, 1949. Pp. 87.

9. SACKMAN, MORRIS. *Welfare Collective Bargaining in Action*; a Study of the Health and Welfare Fund of the Joint Board Dress and Waistmakers' Union of New York City and Vicinity. Ithaca, New York, 1949. Pp. 48.

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

	1949		1948	1946	1943	1939
	October	Sept.	Sept.	Sept.	Sept.	Sept.
Labour Force—						
Civilian labour force (1).....000		5,253	5,109	4,977	†	†
Employed (1).....000		5,155	5,042	4,860	†	†
Male (1).....000		4,012	3,932	3,747	†	†
Female (1).....000		1,143	1,110	1,113	†	†
Paid workers (1).....000		3,575	3,264	3,229	†	†
Unemployed (1).....000		98	87	117	†	†
Index of employment (2).....%	202.0	202.1	201.8	175.5	†	†
Unemployment in trade unions (2).....%		2.2	1.0	1.0	0.3	9.1
Immigration.....No.	7,552	4,174	11,871	6,550	†	†
Adult males.....No.	2,831	1,706	4,383	801	†	†
Earnings and Hours—						
Total labour income.....\$000,000		662	663	464	†	†
Per capita weekly earnings.....\$	43.60	43.28	41.46	39.72	†	†
Average hourly earnings.....cents		98.5	93.4	70.6	†	†
Average hours worked per week.....		42.4	41.7	42.7	†	†
Average real weekly earnings; index(1).....		105.3	100.2	98.3	†	†
National Employment Service—						
Unplaced applicants (2).....000	172.4	143.0	88.4	114.6	†	†
Unfilled vacancies (2).....000	31.2	41.9	63.7	119.5	†	†
Placements, weekly average.....000	14.2	16.3	16.7	18.1	†	†
Unemployment Insurance—						
Claims.....000	83.5	80.8	44.3	61.8	1.2	†
Balance in fund.....\$000,000	576.9	568.8	490.3	337.8	150.2	†
Price Indexes—						
Wholesale (2).....	157.1	155.4	158.2	109.2	101.1	78.4
Cost of living (2).....	162.2	162.3	158.9	125.5	119.4	100.8
Residential building materials (2).....	227.0	226.1	221.6	155.7	(10) 139.1	(10) 102.3
Production—						
Industrial production index (2).....	185.9	187.1	184.1	152.1	197.6	111.8
Mineral production index (2).....		142.8	127.9	102.7	190.1	120.2
Manufacturing index (2).....	194.5	196.9	195.3	160.5	217.1	110.1
Electric power.....000,000 k.w.h.		3,753	3,698	3,266	3,377	2,381
Construction—						
Contracts awarded.....\$000,000		103.3	79.7	44.8	18.6	19.4
Dwelling units, started.....000		10.0	10.7	†	†	†
Completed.....000		7.6	6.7	(2) 67.3	†	†
Under construction.....000		61.1	63.7	†	†	†
Steel iron.....000 tons	166.0	168.4	182.5	45.1	147.9	66.0
Steel ingots and castings.....000 tons	258.9	240.7	257.9	76.6	241.3	124.4
Inspected slaughterings, cattle.....000	155.6	145.2	162.8	154.2	101.8	84.5
Hogs.....000	418.1	274.7	233.8	216.1	475.8	269.6
Flour production.....000 bbl.	1.86	1.86	2.19	2.23	2.01	1.93
Newsprint.....000 tons	435.7	415.2	376.1	330.1	251.8	252.2
Cement, producers' shipments.....000,000 bbl.	1.5	1.6	1.5	1.1	0.9	0.9
Automobiles and trucks.....000	28.1	30.9	23.8	11.5	13.1	3.9
Gold.....000 fine oz.		364.3	294.9	230.0	282.1	422.4
Copper.....000 tons		22.1	19.6	14.2	21.3	25.4
Lead.....000 tons		12.8	15.3	14.4	16.4	16.4
Nickel.....000 tons		9.5	9.9	8.1	11.3	10.1
Zinc.....000 tons		22.9	19.8	19.1	24.1	15.1
Coal.....000 tons	1,901	1,704	1,578	1,430	1,441	1,345
Distribution—						
Wholesale sales index, unadjusted (2).....		333.2	327.0	259.5	186.2	159.1
Retail sales.....\$000,000		684.9	638.5	†	†	†
Imports, excluding gold.....\$000,000		221.6	221.7	156.1	137.3	73.6
Exports, excluding gold.....\$000,000	269.1	228.4	283.0	169.8	244.9	81.5
Railways—						
Revenue freight, ton miles.....000,000		5,141	5,375	5,142	5,670	4,800
Car loadings, revenue freight.....000	341.4	330.6	346.5	310.8	277.1	272.9
Banking and Finance—						
Common stocks, index (2).....	114.3	109.6	113.4	104.4	89.3	91.2
Preferred stocks, index (2).....	146.1	141.8	144.8	151.4	118.0	100.5
Bond yields, Dominion, index (2).....	89.1	91.8	96.1	84.9	97.3	117.0
Cheques cashed, individual accounts.....\$000,000	8,328	7,652	6,710	5,891	4,485	2,832
Bank loans, current, public.....\$000,000		2,184	1,931	1,236	1,063	1,702
Money supply.....\$000,000		4,369	4,133	4,003	(2) 3,153	(2) 1,378
Circulating media in hands of public.....\$000,000		1,211	1,180	1,016	(2) 990	(2) 281
Deposits.....\$000,000		3,158	2,973	2,924	(2) 1,877	(2) 1,089

NOTE.—Many of the statistical data in this table are included in the *Canadian Statistical Review* issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available. (1) Labour Force survey figures given are as of August 29, 1949, Sept. 4, 1948 and August 31, 1946. (2) Base 1926=100. (3) Figures are as at end of quarter ending Sept. 30, 1949, 1948, 1946, 1943 and 1939 respectively. (4) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average for 1946=100. (5) First of month. (6) Base 1935-1939 = 100. (7) Figures are for four week periods. (8) Annual figures; monthly not available. (9) Year-end figures. (10) Annual index.

A—Labour Force

TABLE A-1.—ESTIMATED NON-INSTITUTIONAL MANPOWER

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	August 20, 1949			June 4, 1949		
	Male	Female	Total	Male	Female	Total
TOTAL CIVILIAN NON-INSTITUTIONAL MANPOWER.....	4,713	4,630	9,343	4,693	4,608	9,301
A. Labour Force.....	4,093	1,160	5,253	4,005	1,116	5,121
1. Employed.....	4,012	1,143	5,155	3,918	1,100	5,018
(1) Agricultural.....	1,069	166	1,235	990	133	1,123
Operators.....	683	10	693	654	13	667
Paid Workers.....	173	28	201	139	15	154
Unpaid Workers.....	213	128	341	197	105	302
(2) Non-Agricultural.....	2,943	977	3,920	2,928	967	3,895
Paid Workers.....	2,491	883	3,374	2,461	881	3,342
Employers.....	148	10	158	144	(a)	151
Own Account Workers.....	286	47	333	306	46	352
Unpaid Workers.....	18	37	55	17	33	50
2. Unemployed.....	81	17	98	87	16	103
B. Not in the Labour Force.....	620	3,470	4,090	688	3,492	4,180
1. Permanently unable or too old to work.....	167	103	270	150	106	256
2. Keeping House.....	(a)	3,044	3,045	(—)	2,988	2,988
3. Going to School.....	(a)	(a)	(a)	290	296	586
4. Retired or Voluntarily idle....	446	319	765	243	99	342
5. Other.....	(a)	(—)	(a)	(a)	(a)	(a)

(a) Fewer than 10,000.

TABLE A-2.—SUMMARY OF NATIONAL ESTIMATES

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Population Class	August 20, 1949	June 4, 1949	Sept. 4, 1948	August 16, 1947
Civilian Non-Institutional Population.....	9,343	9,301	9,160	8,971
Civilian Labour Force.....	5,253	5,121	5,109	5,081
Total Employed.....	5,155	5,018	5,042	5,008
Agriculture.....	1,235	1,123	1,247	1,299
Forestry.....	43	57	58	54
Fishing and Trapping.....	26	29	19	22
Mining, Quarrying and Oil Wells.....	83	83	70	68
Manufacturing.....	1,340	1,315	1,290	1,237
Public Utility Operations.....	46	46	44	41
Construction.....	362	350	323	283
Transportation, Storage and Communications.....	373	373	384	382
Trade.....	672	646	643	671
Finance, Insurance and Real Estate.....	145	143	136	131
Service.....	830	853	828	820
Unemployed.....	98	103	67	73
Not in the Labour Force.....	4,090	4,180	4,051	3,890

TABLE A-3.—INDUSTRIAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Industry	August 20, 1949			June 4, 1949		
	Male	Female	Total	Male	Female	Total
Agriculture.....	1,069	166	1,235	990	133	1,123
Forestry.....	42	(a)	43	57	(—)	57
Fishing and Trapping.....	26	(—)	26	29	(—)	29
Mining, Quarrying and Oil Wells.....	82	(a)	83	83	(—)	83
Manufacturing.....	1,070	270	1,340	1,056	259	1,315
Public Utility Operations.....	42	(a)	46	42	(a)	46
Construction.....	357	(a)	362	344	(a)	350
Transportation and Communications.....	324	49	373	327	46	373
Trade.....	456	216	672	440	206	646
Finance and Real Estate.....	81	64	145	83	60	143
Service.....	463	367	830	467	386	853
Total.....	4,012	1,143	5,155	3,918	1,100	5,018

(a) Fewer than 10,000.

TABLE A-4.—REGIONAL DISTRIBUTION OF EMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B..S. Labour Force Survey

Region	August 20, 1949		June 4, 1949	
	Number	Per Cent	Number	Per Cent
Maritime.....	443	8.6	426	8.5
Quebec.....	1,422	27.6	1,399	27.9
Ontario.....	1,838	35.7	1,788	35.6
Prairie.....	1,002	19.4	965	19.2
Pacific.....	450	8.7	440	8.8
CANADA.....	5,155	100.0	5,018	100.0

TABLE A-5.—PERCENTAGE DISTRIBUTION OF EMPLOYED PERSONS BY HOURS WORKED PER WEEK

SOURCE: D.B.S. Labour Force Survey

Number of Hours	Agriculture		Non-Agriculture	
	August 20, 1949	June 4, 1949	August 20, 1949	June 4, 1949
0.....	.6	.8	5.7	2.1
1-14.....	4.5	4.8	0.9	1.4
15-24.....	4.4	5.3	2.2	2.5
25-34.....	3.3	3.7	3.4	3.6
35-44.....	6.9	6.8	42.0	44.3
45-54.....	13.1	13.1	34.6	34.9
55.....	67.2	65.5	11.2	11.2
Total.....	100.0	100.0	100.0	100.0

TABLE A-6.—REGIONAL DISTRIBUTION OF UNEMPLOYMENT

(Thousands of Persons, 14 Years of Age and Over)

SOURCE: D.B.S. Labour Force Survey

Region	August 20, 1949		June 1, 1949	
	Number	Per Cent	Number	Per Cent
Maritime.....	14	14.3	18	17.5
Quebec.....	36	36.7	36	34.9
Ontario.....	28	28.6	28	27.2
Prairie.....	(a)	9.2	11	10.7
Pacific.....	11	11.2	10	9.7
CANADA.....	98	100.0	103	100.0

(a) Fewer than 10,000.

TABLE A-7.—IMMIGRATION OF ADULT MALES, ADULT FEMALES, AND CHILDREN TO CANADA

(SOURCE: Department of Mines and Resources, Immigration Branch)

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
1945—Total.....	4,259	11,620	6,843	22,722
1946—Total.....	9,934	40,818	20,967	71,719
1947—January.....	809	1,443	508	2,760
February.....	831	1,257	489	2,577
March.....	947	1,212	513	2,672
April.....	1,112	1,295	509	2,916
May.....	1,626	2,073	889	4,588
June.....	1,989	2,456	1,455	5,900
July.....	2,291	1,876	942	5,109
August.....	3,014	2,220	1,052	6,286
September.....	3,739	2,151	1,339	7,229
October.....	4,264	3,200	1,477	8,941
November.....	3,635	2,734	1,241	7,610
December.....	3,024	2,870	1,645	7,539
Total.....	27,281	24,787	12,059	64,127
1948—January.....	2,986	2,794	1,468	7,248
February.....	2,234	1,904	1,071	5,209
March.....	4,184	3,963	2,472	10,619
April.....	4,630	3,008	1,778	9,416
May.....	4,141	3,076	2,243	9,460
June.....	7,382	4,747	3,194	15,323
July.....	4,770	4,004	2,329	11,103
August.....	4,995	3,616	2,347	10,958
September.....	4,383	4,755	2,733	11,871
October.....	4,920	5,405	2,758	13,083
November.....	4,473	4,238	2,418	11,129
December.....	3,888	3,681	2,426	9,995
Total.....	52,986	45,191	27,237	125,414
1949—January.....	2,884	2,845	1,720	7,449
February.....	2,797	2,342	1,509	6,648
March.....	3,690	3,104	2,374	9,168
April.....	4,242	2,910	1,940	9,092
May.....	3,987	2,963	2,234	9,184
June.....	5,012	3,770	3,185	11,967
July.....	4,455	3,543	2,618	10,616
August.....	3,057	2,855	1,939	7,851
September.....	1,706	1,494	974	4,174
Total (9 months 1949).....	31,830	25,826	18,493	76,149
Total (9 months 1948).....	39,705	31,867	19,635	91,207

TABLE A-8.—DISTRIBUTION OF ALL IMMIGRATION BY REGION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Maritimes	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—						
January.....	279	1,819	3,666	726	758	7,248
February.....	166	1,214	2,566	591	672	5,209
March.....	333	2,093	5,272	1,655	1,266	10,619
April.....	310	1,361	5,259	1,471	1,015	9,416
May.....	371	1,326	4,969	1,725	1,069	9,460
June.....	433	2,643	7,366	3,610	1,271	15,323
July.....	394	2,194	5,612	1,983	920	11,103
August.....	419	1,784	5,868	1,888	999	10,958
September.....	453	2,878	4,953	2,580	1,007	11,871
October.....	663	2,840	5,915	2,516	1,149	13,083
November.....	366	2,384	5,170	2,173	1,036	11,129
December.....	371	2,151	5,005	1,634	834	9,995
Total.....	4,558	24,687	61,621	22,552	11,996	125,414
1949—						
January.....	211	1,542	3,770	1,319	607	7,449
February.....	183	1,167	3,983	823	492	6,648
March.....	243	1,475	4,669	2,090	691	9,168
April.....	202	1,576	4,569	2,071	674	9,092
May.....	306	1,936	4,653	1,464	825	9,184
June.....	354	1,907	6,088	2,636	982	11,967
July.....	318	2,104	5,457	1,890	847	10,616
August.....	212	1,657	3,846	1,436	700	7,851
September.....	145	1,083	1,937	625	384	4,174
Total (9 months 1949)...	2,174	14,447	38,972	14,351	6,202	76,149
Total (9 months 1948)...	3,158	17,312	45,531	16,229	8,977	91,207

TABLE A-9.—DISTRIBUTION OF MALE IMMIGRANTS BY OCCUPATION

(SOURCE: Department of Mines and Resources, Immigration Branch)

Month	Agri- culture	Unskilled and Semi- skilled	Skilled	Trading	Others Including Mining	Total
1946—Total.....	1,069	1,226	2,962	2,429	2,248	9,934
1947—Total.....	4,174	7,363	8,546	4,211	2,987	27,281
1948—						
January.....	468	529	1,195	342	452	2,986
February.....	356	462	763	270	383	2,234
March.....	1,241	685	1,248	446	564	4,184
April.....	959	1,728	1,058	379	506	4,630
May.....	1,151	1,306	925	357	402	4,141
June.....	3,130	1,570	1,568	395	719	7,382
July.....	2,346	556	1,030	368	470	4,770
August.....	1,936	1,193	1,039	356	471	4,995
September.....	1,568	627	1,433	358	397	4,383
October.....	2,077	645	1,463	405	330	4,920
November.....	1,794	565	1,215	364	535	4,473
December.....	1,344	550	1,094	305	595	3,888
Total.....	18,370	10,416	14,031	4,345	5,824	52,986
1949—						
January.....	1,137	427	801	243	276	2,884
February.....	1,386	414	589	231	177	2,797
March.....	1,818	544	845	278	205	3,690
April.....	2,055	650	891	285	361	4,242
May.....	2,164	538	777	268	240	3,987
June.....	2,535	889	1,020	285	283	5,012
July.....	2,063	700	803	288	601	4,455
August.....	1,405	496	586	236	334	3,057
September.....	440	189	393	203	481	1,706
Total (9 months 1949)...	15,003	4,847	6,705	2,317	2,958	31,830
Total (9 months 1948)...	13,155	8,656	10,259	3,271	4,364	39,705

B—Labour Income

TABLE B-1.—MONTHLY ESTIMATES OF CANADIAN LABOUR INCOME

(\$ Millions)

—	Agriculture, Logging, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Government)	Supple- mentary Labour Income	Total
1938—Average.....	22	59	9	56	59	5	209
1939—Average.....	23	62	8	57	59	5	215
1940—Average.....	27	77	11	63	62	5	245
1941—Average.....	29	107	16	73	67	8	299
1942—Average.....	30	143	18	80	73	10	354
1943—Average.....	31	169	18	86	78	13	395
1944—Average.....	33	172	13	95	83	13	409
1945—Average.....	35	156	15	101	90	13	410
1946—Average.....	42	146	24	114	103	14	443
1947—January.....	46	163	23	122	108	15	477
February.....	45	165	24	125	109	15	483
March.....	44	167	25	125	110	16	487
April.....	39	168	28	126	111	15	486
May.....	41	172	31	129	112	16	500
June.....	45	173	35	133	113	16	515
July.....	49	177	38	134	115	16	530
August.....	51	179	39	135	116	17	536
September.....	54	183	40	137	117	17	548
October.....	55	187	41	138	117	17	555
November.....	58	191	39	145	116	17	567
December.....	57	189	31	141	116	17	551
1948—January.....	53	187	30	140	118	17	545
February.....	54	193	29	140	116	17	549
March.....	49	189	28	140	120	17	544
April.....	44	195	33	142	120	17	552
May.....	49	195	37	148	124	17	570
June.....	53	201	42	151	130	18	596
July.....	54	202	48	154	131	18	607
August.....	56	205	47	158	130	19	615
September.....	60	220	48	185	131	20	*664
October.....	62	213	48	165	129	20	637
November.....	57	214	46	166	130	20	633
December.....	53	212	40	164	130	20	618
1949—January.....	50	211	36	158	134	19	608
February.....	49	212	34	158	131	20	605
March.....	43	213	35	159	134	20	605
April.....	39	213	38	162	134	20	607
May.....	44	209	42	165	139	20	619
June.....	52	225	45	169	141	21	643
July.....	53	213	49	171	144	21	651

* Includes retroactive wage payments to railway system employees.

All totals are rounded to the nearest million independently. Therefore, the final total does not necessarily agree with the sum of the individual estimates.

C—Employment, Hours and Earnings

TABLE C-1.—EMPLOYMENT AND EARNINGS BY PROVINCE, CITY AND INDUSTRY

(The latest figures are subject to revision).

Source: *The Employment Situation*, D.B.S.

Tables C-1 to C-5 are based on reports from employers having 15 or more employees—At September 1, 20,503 employers in the eight leading industries reported a total employment of 2,093,896 and total payrolls of \$90,604,317

Geographical and Industrial Unit	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941 as 100 p.c.					
				Employment			Payrolls		
	Sept.1 1949	Aug. 1 1949	Sept.1 1948	Sept.1 1949	Aug. 1 1949	Sept.1 1948	Sept.1 1949	Aug. 1 1949	Sept.1 1948
	\$	\$	\$						
(a) PROVINCES									
Maritime Provinces.....	37.99	37.83	36.66	118.2	117.3	124.1	204.9	202.4	208.1
Prince Edward Island.....	33.59	35.11	34.04	154.3	147.2	154.3	238.7	237.7	241.1
Nova Scotia.....	37.99	38.17	36.72	111.7	110.4	118.4	187.3	186.0	192.7
New Brunswick.....	38.27	37.61	36.72	127.2	127.3	132.1	233.8	229.3	233.0
Quebec.....	41.30	41.17	38.93	126.6	126.8	130.4	218.3	217.8	211.8
Ontario.....	44.57	44.42	41.97	128.9	127.4	127.3	211.9	208.7	197.1
Prairie Provinces.....	43.69	43.25	42.07	145.1	144.7	140.8	239.3	236.2	223.6
Manitoba.....	43.40	42.98	41.68	137.4	136.9	133.6	225.0	222.1	209.9
Saskatchewan.....	42.36	42.21	40.36	132.8	133.2	133.0	216.9	216.7	206.9
Alberta.....	44.71	44.10	43.44	163.4	162.5	155.7	272.6	267.4	252.7
British Columbia.....	46.59	46.08	43.53	159.2	157.6	160.3	260.1	254.8	244.8
CANADA.....	43.27	43.05	40.86	131.6	130.8	132.2	220.8	218.2	209.3
(b) CITIES									
Montreal.....	41.65	41.61	39.34	134.6	133.2	131.8	218.7	216.2	202.1
Quebec City.....	35.92	35.74	33.91	124.6	124.8	124.6	217.0	216.3	200.3
Toronto.....	44.35	43.96	41.33	133.0	131.7	129.7	220.1	216.1	200.0
Ottawa.....	38.02	38.02	35.16	134.8	134.3	131.4	221.2	220.4	199.3
Hamilton.....	46.74	46.34	42.63	125.1	124.6	122.4	212.1	209.5	189.9
Windsor.....	51.52	50.90	49.01	129.2	128.6	123.5	179.0	175.9	162.5
Winnipeg.....	39.65	39.53	38.05	137.6	138.6	133.9	213.9	214.1	199.6
Vancouver.....	44.96	44.58	41.05	163.8	164.1	169.4	276.1	274.1	261.3
Halifax.....	35.25	35.60	34.12	133.9	130.0	125.0	205.8	201.7	188.1
Saint John.....	36.57	35.93	32.30	118.4	123.5	131.1	202.0	206.9	197.6
Sherbrooke.....	36.14	35.93	32.43	115.8	115.4	121.3	201.5	199.7	189.5
Three Rivers.....	41.27	41.81	41.23	142.5	141.2	142.3	226.6	227.5	226.1
Brantford.....	41.70	42.88							
Kitchener—Waterloo.....	41.08	39.91	39.17	138.9	135.7	132.3	251.7	238.9	229.0
London.....	41.04	40.73	39.55	156.1	153.5	146.7	251.6	245.7	227.9
Fort William—Port Arthur.....	45.08	45.46	43.51	82.8	80.9	91.4	140.8	138.8	149.9
*St. Catharines.....	49.06	49.25							
Regina.....	38.82	38.54	36.49	136.4	133.7	132.0	225.0	219.0	203.3
Saskatoon.....	38.18	38.28	35.74	156.5	155.7	154.6	272.6	271.8	251.5
Calgary.....	42.40	42.07	39.67	150.8	149.8	140.7	253.2	249.3	219.6
Edmonton.....	41.38	40.91	38.94	184.3	182.9	171.8	307.5	301.8	269.1
Victoria.....	42.24	42.11	38.50	156.2	155.9	149.4	261.0	259.7	229.0
(c) INDUSTRIES									
Manufacturing.....	44.26	44.04	41.46	124.3	122.9	124.7	212.0	208.5	199.1
Durable Goods ¹	47.45	46.90	44.44	116.5	116.9	119.3	196.8	195.2	188.1
Non-Durable Goods.....	41.13	41.15	38.46	129.4	126.2	128.1	226.0	220.3	210.0
Electric Light and Power.....	48.51	48.19	45.77	176.7	175.2	162.1	273.0	268.4	234.4
Logging.....	42.98	41.06	39.79	101.4	105.3	139.2	216.6	214.9	275.9
Mining.....	51.10	51.42	50.27	104.7	103.5	102.4	167.5	166.6	161.2
Communications.....	40.72	40.71	38.49	207.5	206.9	190.8	306.0	305.1	266.8
Transportation.....	51.31	51.52	50.66	147.2	147.5	147.3	230.4	231.8	227.9
Construction and Maintenance.....	42.23	41.35	39.17	143.2	142.1	145.0	262.3	255.0	246.2
Services ²	27.99	27.90	25.74	157.1	158.1	155.9	262.6	263.4	242.4
Trade.....	37.34	37.52	35.15	145.5	145.2	140.6	227.9	228.4	207.7
Eight Leading Industries.....	43.27	43.05	40.86	131.6	130.8	132.2	220.8	218.2	209.3
Finance.....	41.49	41.50	39.61	145.2	145.3	140.6	207.8	207.9	191.7
Nine Leading Industries.....	43.20	42.98	40.81	132.1	131.3	132.5	220.2	217.8	208.6

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

² Mainly hotels and restaurants and laundry and dry-cleaning plants.

* Includes Welland, Thorold and Merriton.

TABLE C-2.—INDEX NUMBERS OF EMPLOYMENT AND EARNINGS SINCE 1941

(Base:—June 1, 1941=100)

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Year and Month	Eight Leading Industries				Manufacturing			
	Index Numbers of				Index Numbers of			
	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages	Employment	Aggregate Weekly Payrolls	Average Salaries and Wages	Average Salaries and Wages
				\$				\$
June 1, 1941.....	100-0	100-0	100-0	25.25	100-0	100-0	100-0	25.57
Sept. 1, 1945.....	113-2	141-1	127-0	32.06	118-2	148-0	127-4	32.58
Sept. 1, 1946.....	114-9	145-6	129-6	32.72	111-4	140-1	127-9	32.71
Sept. 1, 1947.....	126-5	180-3	145-6	36.76	121-0	173-3	145-3	37.16
Sept. 1, 1948.....	132-2	209-3	161-8	40.86	124-7	199-1	162-1	41.46
Oct. 1, 1948.....	133-1	215-7	165-5	41.80	125-0	206-3	167-6	42.85
Nov. 1, 1948.....	133-3	218-0	166-9	42.15	124-0	207-1	169-7	43.38
Dec. 1, 1948.....	133-8	219-0	167-2	42.23	123-8	208-3	171-0	43.72
Jan. 1, 1949.....	128-4	204-5	162-8	41.10	120-7	196-6	165-4	42.28
Feb. 1, 1949.....	124-8	207-6	170-0	42.92	120-6	205-3	172-7	44.17
Mar. 1, 1949.....	123-7	207-5	171-4	43.27	120-8	206-6	173-6	44.39
Apr. 1, 1949.....	122-9	206-5	171-7	43.35	120-8	207-4	174-2	44.54
May 1, 1949.....	123-8	207-3	171-0	43.19	121-0	207-1	173-8	44.45
June 1, 1949.....	127-4	209-0	167-6	42.32	122-1	203-7	169-4	43.31
July 1, 1949.....	130-3	217-0	170-2	42.98	123-5	209-8	172-4	44.09
Aug. 1, 1949.....	130-8	218-2	170-5	43.05	122-9	208-5	172-2	44.04
Sept. 1, 1949.....	131-6	220-8	171-4	43.27	124-3	212-0	173-1	44.26

TABLE C-3.—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS (AVERAGE CALENDAR YEAR 1926=100).

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

	Canada	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Sept. 1, 1933.....	88-5	91-5	.....	.....	.....	87-0	88-1	90-7	.....	.....	.....	89-2
Sept. 1, 1934.....	98-8	101-8	.....	.....	.....	95-4	103-3	92-9	.....	.....	.....	96-2
Sept. 1, 1935.....	102-7	107-0	.....	.....	.....	99-3	103-9	100-5	.....	.....	.....	108-0
Sept. 1, 1936.....	107-1	114-4	.....	.....	.....	103-0	108-1	107-4	.....	.....	.....	109-3
Sept. 1, 1937.....	123-2	135-4	87-9	133-5	140-5	124-5	125-0	109-4	100-2	128-3	110-0	121-2
Sept. 1, 1938.....	115-1	113-2	112-7	122-2	102-4	118-1	115-0	112-2	100-6	136-2	114-2	112-0
Sept. 1, 1939.....	119-6	116-4	111-6	125-6	105-3	128-5	116-2	114-0	104-2	128-9	119-2	116-6
Sept. 1, 1940.....	131-6	127-3	117-0	136-7	116-4	136-4	134-8	117-0	109-1	119-3	127-8	126-7
Sept. 1, 1941.....	162-7	164-1	130-2	182-1	143-8	169-9	169-0	136-1	130-5	132-2	147-5	149-8
Sept. 1, 1942.....	179-3	172-2	111-9	195-1	147-5	192-8	183-0	143-1	137-8	138-8	154-0	179-4
Sept. 1, 1943.....	186-2	187-8	121-5	210-2	163-4	200-7	186-1	145-3	139-1	137-7	159-9	198-8
Sept. 1, 1944.....	185-5	184-5	134-4	199-2	168-8	200-0	186-5	150-3	143-3	145-5	164-0	188-1
Sept. 1, 1945.....	172-8	173-2	131-2	189-1	155-5	178-1	175-2	147-2	140-8	142-6	159-9	183-6
Sept. 1, 1946.....	175-5	171-9	146-4	178-4	165-1	181-4	176-1	162-0	151-9	157-0	180-5	176-9
Sept. 1, 1947.....	193-2	184-7	159-2	191-7	177-3	196-1	196-4	172-1	158-5	168-0	195-4	207-5
Sept. 1, 1948.....	201-8	189-1	165-3	198-8	178-2	205-1	205-4	180-6	166-6	169-4	209-4	216-2
Oct. 1, 1948.....	203-3	192-8	164-6	205-7	178-0	205-8	208-3	180-8	167-3	171-1	207-5	214-8
Nov. 1, 1948.....	204-6	194-9	160-4	207-7	180-8	207-1	208-6	180-3	168-6	167-9	206-1	212-2
Dec. 1, 1948.....	203-3	197-8	156-2	209-9	184-9	207-5	210-4	180-9	169-3	167-0	207-6	206-1
Jan. 1, 1949.....	196-0	177-2	151-6	178-2	177-6	198-2	206-1	173-9	162-4	158-0	201-8	192-4
Feb. 1, 1949.....	190-5	168-2	139-9	172-4	164-7	183-0	202-8	166-7	157-3	146-2	194-4	181-5
Mar. 1, 1949.....	188-9	167-1	139-1	170-3	164-8	180-2	201-8	165-6	156-4	145-9	192-3	179-6
Apr. 1, 1949.....	187-6	167-4	163-0	175-1	160-5	184-8	200-2	166-0	155-4	146-8	194-6	188-8
May 1, 1949.....	189-1	163-3	139-8	176-7	155-2	186-4	200-1	170-5	159-9	153-0	198-0	196-9
June 1, 1949.....	194-5	169-0	151-2	176-4	160-7	194-6	202-4	177-4	163-7	165-1	206-3	204-7
July 1, 1949.....	198-9	179-2	152-8	182-5	176-6	198-0	206-4	181-8	168-0	167-3	212-2	209-1
Aug. 1, 1949.....	199-7	178-8	157-6	185-3	171-7	199-4	205-5	185-6	170-7	169-7	218-6	212-6
Sept. 1, 1949.....	201-0	180-1	165-3	187-5	171-6	199-2	207-9	186-2	171-3	169-2	219-8	214-7
Relative Weight of Employment by Provinces and Economic Areas as at Sept. 1, 1949.....	100-0	6-7	0-2	3-8	2-7	28-9	42-0	12-5	5-5	2-3	4-7	9-9

NOTE:—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas as to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE C-4—EMPLOYMENT AND EARNINGS BY INDUSTRY

(The latest figures are subject to revision)

SOURCE: *The Employment Situation*, D.B.S.

Industries	Average Weekly Salaries and Wages at			Index Numbers Based on June 1, 1941, as 100 p.c.								
				Employment			Payrolls					
	Sept. 1 1949	Aug. 1 1949	Sept. 1 1948	Sept. 1 1949	Aug. 1 1949	Sept. 1 1948	Sept. 1 1949	Aug. 1 1949	Sept. 1 1948			
	\$	\$	\$									
Manufacturing.....	44.26	44.04	41.46	124.3	122.9	124.7	212.0	208.5	199.1			
Animal products—edible.....	42.21	42.42	38.66	150.3	149.2	148.3	249.7	249.1	230.1			
Fur and products.....	41.13	40.07	37.82	135.3	137.7	138.6	207.9	206.3	196.0			
Leather and products.....	32.80	32.15	30.29	109.6	108.6	106.5	189.8	184.4	169.7			
Boots and shoes.....	31.54	30.86	29.01	111.7	111.1	106.1	198.4	193.0	173.3			
Lumber and its products.....	40.00	39.02	36.63	126.8	128.1	128.6	234.3	231.0	218.1			
Rough and dressed lumber.....	41.38	40.23	37.51	124.2	126.5	126.2	241.5	239.2	222.9			
Furniture.....	39.03	38.02	36.41	155.4	153.3	143.6	222.8	214.1	193.2			
Other lumber products.....	36.10	35.77	33.95	113.9	115.2	128.1	222.2	222.7	233.7			
Plant products—edible.....	35.31	36.55	33.16	168.8	145.7	164.1	263.8	235.7	241.4			
Pulp and paper products.....	49.84	49.79	47.86	141.5	141.9	146.1	237.8	238.2	234.8			
Pulp and paper.....	56.43	56.69	56.48	131.5	134.3	144.6	235.1	241.2	256.2			
Paper products.....	40.50	40.20	37.87	171.6	164.9	157.0	286.9	273.6	249.0			
Printing and publishing.....	46.87	46.24	42.38	143.0	143.3	142.2	224.6	222.1	202.0			
Rubber products.....	44.91	44.00	41.68	123.6	122.1	128.7	236.8	229.1	228.8			
Textile products.....	34.88	34.17	31.43	114.2	112.4	112.1	208.1	200.7	184.1			
Thread, yarn and cloth.....	37.92	37.41	33.87	109.4	109.2	111.6	219.5	216.1	200.0			
Cotton yarn and cloth.....	36.19	36.29	32.14	90.5	91.4	90.5	169.9	171.9	151.5			
Woolen yarn and cloth.....	37.63	37.42	33.46	101.8	100.1	111.0	214.0	209.4	208.0			
Artificial silk and silk goods.....	40.44	38.88	36.26	148.4	147.5	145.9	234.5	231.0	285.3			
Hosiery and knit goods.....	31.90	31.54	28.39	108.7	108.7	118.0	191.2	189.1	184.8			
Garments and personal furnishings.....	32.50	31.46	29.56	128.1	124.4	115.4	215.5	202.5	177.4			
Other textile products.....	37.33	36.51	32.62	95.0	91.7	95.1	175.1	165.2	150.3			
Tobacco.....	41.79	41.26	35.70	113.0	110.2	112.9	262.9	253.2	224.4			
Beverages.....	47.77	48.44	45.17	187.8	188.3	177.3	302.3	307.6	270.6			
Chemicals and allied products.....	47.47	47.70	44.75	99.6	98.6	97.6	173.7	172.8	161.9			
Clay, glass and stone products.....	45.17	45.13	42.50	149.0	147.0	149.4	273.7	269.7	253.4			
Electric light and power.....	48.51	48.19	45.77	176.7	175.2	162.1	273.0	268.4	234.4			
Electrical apparatus.....	47.90	47.74	44.19	164.0	162.7	162.5	294.1	290.9	268.8			
Iron and steel products.....	49.47	48.87	46.58	107.4	107.9	110.4	174.6	173.3	168.9			
Crude, rolled and forged products.....	53.03	52.32	49.80	139.0	139.4	147.7	200.0	197.9	198.8			
Machinery (other than vehicles).....	47.59	47.08	44.58	111.1	111.1	116.5	184.6	182.6	180.9			
Agricultural implements.....	47.39	45.58	43.62	178.3	180.0	204.5	312.6	320.4	337.6			
Land vehicles and aircraft.....	51.07	50.69	49.34	102.7	103.5	97.5	161.5	161.5	148.0			
Automobiles and parts.....	53.16	53.36	50.18	120.4	120.8	108.7	166.6	167.8	142.0			
Steel shipbuilding and repairing.....	47.03	46.23	44.85	71.3	74.3	107.8	111.8	114.6	161.8			
Heating appliances.....	44.42	43.08	41.06	151.1	150.1	145.4	253.9	244.7	226.0			
Iron and steel fabrication (n.e.s.).....	49.04	48.61	44.98	103.1	100.5	102.1	212.2	205.7	189.2			
Foundry and machine shop products.....	46.21	45.90	42.35	88.7	89.2	96.6	195.8	195.6	179.7			
Other iron and steel products.....	46.75	46.14	42.73	99.1	97.1	99.9	169.2	163.6	157.5			
Non-ferrous metal products.....	49.47	49.32	46.50	114.3	114.8	121.8	209.6	209.9	205.4			
Non-metallic mineral products.....	53.37	52.82	52.11	127.6	128.5	126.7	232.9	232.1	226.3			
Miscellaneous.....	37.79	37.27	34.73	158.5	154.5	138.5	267.2	256.7	246.2			
Logging.....	42.98	41.06	39.79	101.4	105.3	139.2	216.6	214.9	275.9			
Mining.....	51.10	51.42	50.27	104.7	103.5	102.4	167.5	166.6	161.2			
Coal.....	49.28	50.31	50.06	96.4	95.3	98.0	186.7	188.5	192.9			
Metallic ores.....	54.04	54.08	52.87	91.8	91.2	89.2	136.9	136.0	130.1			
Non-metallic minerals (except coal).....	46.70	46.60	44.43	178.7	174.9	168.9	308.0	301.2	277.4			
Communications.....	40.72	40.71	38.49	207.5	206.9	190.8	306.0	305.1	266.8			
Telegraphs.....	45.16	45.42	45.22	130.5	130.0	128.1	231.2	231.6	227.3			
Telephones.....	39.88	39.82	37.08	227.7	227.1	209.1	325.0	323.8	277.5			
Transportation.....	51.31	51.52	50.66	147.2	147.5	147.3	230.4	231.8	227.9			
Street railways, cartage and storage.....	46.87	46.47	44.20	159.7	159.0	154.7	256.7	253.3	234.7			
Steam railway operation.....	57.62	57.72	57.94	137.7	137.1	137.5	219.0	218.5	219.8			
Shipping and stevedoring.....	41.35	43.46	41.90	142.1	146.9	154.4	226.4	245.9	249.2			
Construction and Maintenance.....	42.23	41.35	39.17	143.2	142.1	145.0	262.3	255.0	246.2			
Building.....	45.25	44.81	42.72	187.2	181.7	169.0	296.1	284.6	250.0			
Highway.....	37.44	36.73	33.88	122.9	125.1	145.1	238.4	238.2	254.7			
Railway.....	43.06	41.02	42.72	102.7	103.4	104.0	223.0	213.9	223.7			
Services (as indicated below).....	27.99	27.90	25.74	157.1	158.1	155.9	262.6	263.4	242.4			
Hotels and restaurants.....	25.85	25.84	24.31	166.3	167.1	169.2	284.3	285.7	272.1			
Personal (chiefly laundries).....	28.66	28.46	28.79	131.3	132.5	134.2	211.1	211.5	202.8			
Trade.....	37.34	37.52	35.15	145.5	145.2	140.6	227.9	228.4	207.7			
Retail.....	34.97	35.21	32.90	140.7	140.8	136.9	224.8	226.5	206.1			
Wholesale.....	43.01	43.13	40.62	161.7	160.3	153.8	234.0	232.4	211.3			
Eight Leading Industries.....	43.27	43.05	40.86	131.6	130.8	132.2	220.8	218.2	209.3			
Finance.....	41.49	41.50	39.61	145.2	145.3	140.6	207.8	207.9	191.7			
Banks and trust companies.....	37.04	37.05	34.91	155.4	155.4	149.1	221.0	221.1	199.4			
Brokerage and stock market.....	47.92	48.05	46.73	149.0	149.7	156.3	206.3	207.9	211.5			
Insurance.....	47.33	47.33	45.58	132.0	132.1	128.3	194.6	194.7	182.1			
Nine Leading Industries.....	43.20	42.98	40.81	132.1	131.3	132.5	220.2	217.8	208.6			

TABLE C-5.—SEX DISTRIBUTION OF PERSONS IN RECORDED EMPLOYMENT

SOURCE: *The Employment Situation, D.B.S.*

Industries	Sept. 1, 1949				Aug. 1, 1949		Sept. 1, 1949	
	Men	Women	Men	Women	Men	Women	Men	Women
	no.	no.	p.c.	p.c.	p.c.	p.c.	p.c.	p.c.
Manufacturing	839,592	248,340	77.2	22.8	77.9	22.1	77.8	22.2
Animal products—edible.....	32,515	9,005	78.3	21.7	78.4	21.6	79.0	21.0
Fur and products.....	2,717	1,474	64.8	35.2	66.3	33.7	63.3	36.7
Leather and products.....	19,068	12,233	60.9	39.1	61.2	38.8	61.1	38.9
Boots and shoes.....	11,635	8,672	57.3	42.7	57.1	42.9	57.8	42.2
Lumber and products.....	78,583	6,580	92.3	7.7	92.5	7.5	92.4	7.6
Rough and dressed lumber.....	50,083	2,447	95.3	4.7	95.3	4.7	95.1	4.9
Furniture.....	16,533	2,019	89.1	10.9	89.4	10.6	89.6	10.4
Other lumber products.....	11,967	2,114	85.0	15.0	85.9	14.1	86.1	13.9
Plant products—edible.....	45,643	28,203	61.8	38.2	66.5	33.5	63.6	36.4
Pulp and paper products.....	92,186	22,777	80.2	19.8	80.6	19.4	81.0	19.0
Pulp and paper.....	47,488	2,641	94.7	5.3	94.9	5.1	95.4	4.6
Paper products.....	13,791	7,894	63.6	36.4	64.0	36.0	65.7	34.3
Printing and publishing.....	30,907	12,242	71.6	28.4	71.7	28.3	71.1	28.9
Rubber products.....	15,792	5,203	75.2	24.8	75.5	24.5	74.4	25.6
Textile products.....	73,953	86,107	46.2	43.8	46.6	53.4	46.1	53.9
Thread, yarn and cloth.....	37,297	20,718	64.3	35.7	64.5	35.5	62.3	37.7
Cotton yarn and cloth.....	13,742	8,583	61.6	38.4	61.6	38.4	60.2	39.8
Woolen yarn and cloth.....	8,169	5,767	58.6	41.4	59.7	40.3	57.0	43.0
Artificial silk and silk goods.....	11,544	4,976	69.9	30.1	69.7	30.3	67.7	32.3
Hosiery and knit goods.....	8,493	15,007	36.1	63.9	35.9	64.1	35.4	64.6
Garments and personal furnishings.....	19,126	42,696	30.9	69.1	31.5	68.5	31.4	68.6
Other textile products.....	9,037	7,686	54.0	46.0	54.2	45.8	54.5	45.5
Tobacco.....	4,203	5,844	41.8	58.2	41.8	58.2	42.5	57.5
Beverages.....	19,411	2,335	89.3	10.7	89.4	10.6	88.4	11.6
Chemicals and allied products.....	33,118	10,688	75.6	24.4	75.9	24.1	76.6	23.4
Clay, glass and stone products.....	20,165	2,521	88.9	11.1	89.1	10.9	87.9	12.1
Electric light and power.....	32,048	4,332	88.1	11.9	88.1	11.9	88.5	11.5
Electrical apparatus.....	37,842	14,221	72.7	27.3	72.7	27.3	72.4	27.6
Iron and steel products.....	265,613	22,143	92.3	7.7	92.4	7.6	92.7	7.3
Crude, rolled and forged products.....	36,146	1,681	95.6	4.4	95.6	4.5	95.8	4.2
Machinery (other than vehicles).....	24,528	3,420	87.8	12.2	87.9	12.1	88.9	11.1
Agricultural implements.....	15,140	947	94.1	5.9	94.2	5.8	94.5	5.5
Land vehicles and aircraft.....	110,146	6,595	94.4	5.6	94.6	5.4	94.7	5.3
Automobiles and parts.....	42,208	4,932	89.5	10.5	89.8	10.2	89.7	10.3
Steel shipbuilding and repairing.....	13,500	508	96.3	3.7	96.4	3.6	97.1	2.9
Heating appliances.....	7,959	508	94.0	6.0	94.1	5.9	93.5	6.5
Iron and steel fabrication (n.e.s.).....	10,758	887	92.4	7.6	92.3	7.7	92.1	7.9
Foundry and machine shop products.....	8,107	382	95.5	4.5	95.3	4.7	95.4	4.6
Other iron and steel products.....	29,269	7,201	84.5	15.5	84.4	15.6	84.9	15.1
Non-ferrous metal products.....	40,463	6,204	86.7	13.3	87.0	13.0	85.7	14.3
Non-metallic mineral products.....	14,674	1,453	91.0	9.0	91.2	8.8	91.5	8.5
Miscellaneous.....	11,598	7,017	62.3	37.7	61.8	38.2	67.0	33.0
Logging	47,119	851	98.2	1.8	98.3	1.7	98.2	1.8
Mining	85,240	2,044	97.7	2.3	97.7	2.3	97.7	2.3
Coal.....	24,084	2,304	99.0	1.0	99.0	1.0	99.0	1.0
Metallic ores.....	42,926	902	97.9	2.1	97.9	2.1	98.0	2.0
Non-metallic minerals (except coal).....	18,230	908	95.3	4.7	95.5	4.5	95.2	4.8
Communications	25,810	28,956	47.1	52.9	47.4	52.6	47.5	52.5
Telegraphs.....	7,263	1,619	81.8	18.2	81.5	18.5	80.8	19.2
Telephones.....	17,404	26,928	39.3	60.7	39.7	60.3	39.9	60.1
Transportation	177,580	11,745	93.8	6.2	93.8	6.2	93.9	6.1
Street railways, cartage and storage.....	59,019	4,490	92.9	7.1	93.0	7.0	93.1	6.9
Steam railway operation.....	88,845	5,486	94.2	5.8	94.2	5.8	93.9	6.1
Shipping and stevedoring.....	29,716	1,769	94.4	5.6	94.5	5.5	95.1	4.9
Construction and Maintenance	259,592	4,866	98.2	1.8	98.2	1.8	98.2	1.8
Building.....	127,058	3,233	97.5	2.5	97.5	2.5	97.5	2.5
Highway.....	88,248	1,515	98.3	1.7	98.3	1.7	98.2	1.8
Railway.....	44,286	138	99.7	0.3	99.7	0.3	99.7	0.3
Services (as specified below)	36,175	38,933	48.2	51.8	48.4	51.6	48.2	51.8
Hotels and restaurants.....	24,563	24,920	49.6	50.4	49.9	50.1	50.2	49.8
Personal (chiefly laundries).....	7,835	12,564	38.4	61.6	38.3	61.7	39.0	61.0
Trade	179,552	107,481	62.6	37.4	62.4	37.6	61.7	38.3
Retail.....	115,165	87,480	56.8	43.2	56.6	43.4	55.8	44.2
Wholesale.....	64,387	20,001	76.3	23.7	76.4	23.6	75.9	24.1
Eight Leading Industries	1,650,660	443,236	78.8	21.2	79.2	20.8	79.4	20.6
Finance	47,115	42,082	52.8	47.2	52.8	47.2	53.3	46.7
Banks and trust companies.....	25,088	25,768	49.3	50.7	49.3	50.7	50.0	50.0
Brokerage and stock market operations.....	2,269	1,215	65.1	34.9	65.4	34.6	65.7	34.3
Insurance.....	19,758	15,099	56.7	43.3	56.6	43.4	56.8	43.2
All Industries	1,697,775	485,318	77.8	22.2	78.1	21.9	78.4	21.6

TABLE C-6.—HOURS AND EARNINGS IN MANUFACTURING

(Hourly Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Tables C-6 to C-9 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-5. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-4 relate to salaried employees as well as to all wage-earners of the co-operating firms.

Week preceding	Average Hours Worked			Average Hourly Earnings		
	All Manufactures	Durable Goods	Non-Durable Goods	All Manufactures	Durable Goods	Non-Durable Goods
	No.	No.	No.	cts.	cts.	cts.
Sept. 1, 1945.....	44.1	44.2	44.0	69.2	76.5	60.9
Sept. 1, 1946.....	42.7	42.6	42.7	70.6	76.5	65.1
Sept. 1, 1947.....	42.3	42.5	42.2	82.2	88.8	75.7
Sept. 1, 1948.....	41.7	42.0	41.5	93.4	100.9	85.8
Oct. 1, 1948.....	43.0	43.3	42.7	94.6	102.6	86.6
Nov. 1, 1948.....	43.1	43.2	43.1	95.5	103.4	87.6
Dec. 1, 1948.....	43.2	43.4	43.1	96.0	104.1	87.7
*Jan. 1, 1949.....	40.6	41.0	40.2	97.2	104.8	89.3
Feb. 1, 1949.....	42.9	43.2	42.7	97.2	105.0	89.3
Mar. 1, 1949.....	43.0	43.2	42.7	97.6	105.3	89.6
Apr. 1, 1949.....	42.9	43.2	42.6	98.2	105.7	90.3
May 1, 1949.....	42.5	42.7	42.3	98.6	106.2	90.7
June 1, 1949.....	40.8	41.1	40.5	99.1	106.5	91.5
July 1, 1949.....	41.8	42.4	41.2	99.1	106.7	91.3
Aug. 1, 1949.....	41.9	42.1	41.7	98.8	106.5	91.1
Sept. 1, 1949.....	42.4	42.6	42.2	98.5	106.7	90.5

*The average at this date was affected by loss of working time at the year-end holiday.

TABLE C-7.—WEEKLY SALARIES AND WAGES IN MANUFACTURING

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Week Preceding	All Manufactures ¹		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
	\$	\$	\$	\$	\$	\$
Sept. 1, 1945.....	32.51	30.52	35.58	33.81	29.60	26.80
Sept. 1, 1946.....	32.59	30.15	34.65	32.59	30.82	27.80
Sept. 1, 1947.....	37.05	34.77	39.49	37.74	34.83	31.95
Sept. 1, 1948.....	41.33	38.95	44.44	42.38	38.46	35.61
Oct. 1, 1948.....	42.74	40.68	46.12	44.43	39.63	36.98
Nov. 1, 1948.....	43.28	41.16	46.43	44.67	40.36	37.76
Dec. 1, 1948.....	43.59	41.47	46.88	45.18	40.52	37.80
*Jan 1, 1949.....	42.12	39.46	45.23	42.97	39.19	35.90
Feb. 1, 1949.....	44.04	41.70	47.17	45.36	41.12	38.13
Mar. 1, 1949.....	44.27	41.97	47.43	45.49	41.30	38.26
Apr. 1, 1949.....	44.27	42.13	47.43	45.66	41.30	38.47
May 1, 1949.....	44.31	41.91	47.30	45.35	41.49	38.37
June 1, 1949.....	43.16	40.43	46.00	43.77	40.49	37.06
July 1, 1949.....	43.95	41.42	47.26	45.24	40.90	37.62
Aug. 1, 1949.....	43.90	41.40	46.90	44.84	41.15	37.99
Sept. 1, 1949.....	44.11	41.76	47.45	45.45	41.13	38.19

¹ Exclusive of electric light and power.

* See footnote to Table C-6.

TABLE C-8.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

	Average Hours Worked			Average Hourly Earnings		
	Sept. 1, 1949	Aug. 1, 1949	Sept. 1, 1948	Sept. 1, 1949	Aug. 1, 1949	Sept. 1, 1948
Nova Scotia.....	42.9	42.8	44.5	90.8	90.0	83.7
New Brunswick.....	44.5	44.8	46.1	87.8	87.1	84.2
Quebec.....	43.8	43.1	43.1	89.5	89.7	84.8
Ontario.....	41.8	41.4	40.9	103.0	103.6	98.2
Manitoba.....	43.0	42.5	42.8	95.9	96.0	92.1
Saskatchewan.....	42.7	42.5	41.3	101.3	101.6	95.2
Alberta.....	42.9	41.6	42.7	99.1	99.2	93.4
British Columbia.....	38.4	37.8	38.3	117.1	118.3	108.8
Montreal.....	42.4	41.3	40.9	94.3	94.6	88.9
Toronto.....	40.6	40.2	39.7	102.1	102.0	97.3
Hamilton.....	41.4	40.7	40.2	112.5	112.5	104.4
Winnipeg.....	42.6	42.2	42.4	95.1	94.8	91.2
Vancouver.....	38.2	37.5	38.1	116.0	116.8	105.9

TABLE C-9.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Average Hours Worked and Average Hourly Earnings, D.B.S.*

Industries	Average Hours Per Week Reported at			Average Hourly Earnings Reported at			Average Weekly Wages			Wage-Earners ^a Working Hours Shown in Col. 1
	Sept. 1, 1949	Aug. 1, 1949	Sept. 1, 1948	Sept. 1, 1949	Aug. 1, 1949	Sept. 1, 1948	Sept. 1, 1949	Aug. 1, 1949	Sept. 1, 1948	
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$	
Manufacturing.....	42.4	41.9	41.7	98.5	98.8	93.4	41.76	41.40	38.95	782,056
*Durable manufactured goods.....	42.6	42.1	42.0	106.7	106.5	100.9	45.45	44.84	42.38	383,419
Non-durable manufactured goods.....	42.2	41.7	41.5	90.5	91.1	85.8	38.19	37.99	35.61	398,637
Animal products—edible.....	42.3	42.8	42.6	94.8	94.4	86.2	40.10	40.40	36.72	24,710
Dairy products.....	46.7	47.0	48.2	74.1	74.5	72.1	34.60	35.02	34.75	3,983
Meat products.....	42.7	42.8	41.1	104.5	103.8	95.7	44.62	44.43	39.33	15,327
Leather products.....	40.5	39.5	39.2	75.3	74.9	70.7	30.50	29.59	27.71	23,485
Leather boots and shoes.....	40.1	39.2	38.9	72.9	72.3	67.6	29.23	28.34	26.30	15,496
*Lumber products.....	42.5	41.3	41.7	90.1	89.6	83.8	38.29	37.00	34.94	69,190
Rough and dressed lumber.....	42.3	41.0	41.7	94.5	93.5	86.7	39.97	38.34	36.15	42,579
Containers.....	44.1	43.2	42.8	80.0	78.8	74.5	35.28	34.04	31.89	4,881
Furniture.....	42.7	41.2	41.4	86.3	86.8	82.4	36.85	35.76	34.11	15,066
*Musical instruments.....	41.3	42.3	43.3	83.1	81.8	80.3	34.32	34.60	34.77	906
Plant products—edible.....	42.5	42.3	41.2	75.3	76.8	71.9	32.00	32.49	29.62	53,491
Flour and other milled products.....	46.0	45.3	44.2	94.0	93.8	89.7	43.24	42.49	39.65	5,211
Fruit and vegetable preserving.....	40.5	38.9	37.7	72.0	72.0	68.0	28.43	28.01	25.64	13,174
Bread and bakery products.....	44.2	44.3	43.5	78.3	78.5	73.8	34.61	34.78	32.10	8,290
Chocolate and cocoa products.....	42.4	41.0	41.1	66.8	67.8	62.9	28.22	27.80	25.85	7,668
Pulp and paper products.....	44.6	44.7	44.8	108.1	108.2	104.8	48.21	48.37	46.95	83,260
Pulp and paper mills.....	47.6	48.1	48.6	113.6	113.5	112.8	54.07	54.59	54.82	43,735
Paper products.....	43.2	42.4	41.5	85.1	85.0	82.2	36.76	36.04	34.11	16,607
Printing and publishing.....	40.5	40.0	39.9	113.6	113.0	102.9	46.01	45.20	41.06	23,918
Rubber products.....	41.0	39.4	38.5	104.1	104.5	100.1	42.68	41.17	38.54	16,514
Textiles—all branches.....	40.6	39.4	39.4	80.1	80.0	73.2	32.52	31.52	28.84	124,255
Thread, yarn and cloth.....	42.5	41.8	42.3	83.7	84.3	74.9	35.57	35.24	31.42	20,367
Cotton yarn and cloth.....	40.7	40.5	41.0	84.6	85.1	74.2	34.43	34.34	31.18	11,993
Woolen yarn and cloth.....	43.6	43.4	42.6	79.7	80.2	73.2	34.75	34.81	31.48	14,126
Silk and artificial silk goods.....	44.2	42.4	44.0	85.8	86.6	77.6	37.92	36.72	34.14	19,396
Hosiery and knit goods.....	40.6	39.2	39.2	74.6	74.2	68.0	29.11	27.66	25.67	41,198
Garments and personal furnishings.....	37.8	36.3	35.6	77.0	76.2	72.1	29.11	27.66	25.67	7,530
Tobacco.....	43.4	43.3	38.8	88.8	88.9	80.7	39.24	39.09	36.63	14,382
Beverages.....	43.5	44.2	43.3	98.1	98.0	93.2	42.67	43.32	40.36	10,717
Distilled and malt liquor.....	42.7	43.4	42.2	105.2	105.3	99.0	44.92	45.70	41.78	10,717
Chemicals and allied products.....	43.2	43.1	43.3	98.9	99.4	93.8	42.72	42.84	40.62	25,171
Drugs and medicines.....	41.1	40.3	40.5	82.3	81.8	77.0	33.83	32.97	31.19	3,745
*Clay, glass and stone products.....	44.7	44.6	44.3	97.4	97.5	91.9	43.54	43.49	40.71	18,137
Glass products.....	44.8	44.4	44.3	98.9	98.8	91.9	43.54	43.49	40.71	5,601
Lime, gypsum and cement products.....	45.8	45.0	46.5	95.5	98.2	91.5	45.11	45.07	42.55	4,796
*Electrical apparatus.....	41.1	40.8	40.9	120.2	120.6	113.6	51.45	51.98	46.46	9,266
Heavy electrical apparatus ¹	42.5	42.1	42.4	112.1	111.9	106.3	47.64	47.11	45.07	22,193
*Iron and steel products.....	43.9	43.5	44.3	117.8	116.9	110.2	51.71	50.85	48.82	33,097
Crude, rolled and forged products.....	43.9	43.9	44.8	119.6	118.6	111.8	52.50	52.07	50.09	27,099
Primary iron and steel.....	43.2	42.6	43.5	104.6	104.3	97.5	45.19	44.43	42.41	20,103
Machinery (other than vehicles).....	37.3	38.1	38.4	112.3	113.5	109.0	41.89	43.24	41.86	12,654
Agricultural implements.....	42.5	42.5	42.5	116.7	116.8	113.7	49.60	49.64	48.32	87,457
Land vehicles and aircraft.....	44.3	43.4	44.7	112.1	112.4	111.0	49.66	48.78	49.62	40,783
Railway rolling stock.....	40.7	41.3	39.5	123.8	124.2	120.9	50.39	51.29	47.76	38,911
Automobiles and parts.....	43.0	43.3	44.6	107.7	105.1	99.2	46.31	45.51	44.24	6,915
Aeroplanes and parts.....	41.8	41.1	43.1	109.2	109.6	102.0	45.65	45.05	43.96	12,143
Steel shipbuilding and repairing.....	42.2	41.6	40.6	106.5	106.0	101.0	44.94	44.10	41.01	8,713
Iron and steel fabrications n.e.s. ²	42.1	41.8	41.6	98.1	97.7	92.3	41.30	40.84	38.40	9,552
Hardware, tools and cutlery.....	40.9	40.9	40.1	109.8	109.1	101.9	44.91	44.42	40.86	6,625
Foundry and machine shop products.....	43.5	42.8	42.3	102.4	101.1	95.5	44.54	43.27	40.40	12,799
Sheet metal work.....	43.5	43.3	42.9	107.6	107.4	102.6	46.81	46.50	44.02	35,423
*Non-ferrous metal products.....	45.1	45.0	.....	115.6	115.8	.....	52.14	52.11	.....	16,703
Smelting and refining.....	42.7	42.6	.....	100.0	100.3	.....	42.70	42.73	.....	4,341
Aluminum and its products.....	41.6	41.4	41.4	105.6	105.4	97.6	43.93	43.64	40.41	7,949
Brass and copper manufacturing.....	41.9	41.3	42.8	118.2	118.4	111.0	49.53	48.90	47.51	10,234
Non-metallic mineral products.....	40.8	40.4	41.9	126.0	126.0	120.3	51.41	50.90	50.41	6,473
Petroleum and its products.....	41.0	40.1	40.0	86.0	86.1	81.2	35.26	34.53	32.48	15,805
Miscellaneous manufactured products.....	42.8	42.9	43.2	115.9	115.9	113.9	49.61	49.72	49.20	72,546
Mining.....	38.4	39.0	39.6	126.9	127.4	126.7	48.73	49.69	50.17	20,845
Coal.....	44.9	45.1	45.0	115.9	115.3	113.7	52.04	52.00	51.16	37,910
Metallic ores.....	43.7	43.0	43.9	101.1	101.6	96.6	44.18	43.69	42.41	13,791
Non-metallic minerals (except coal).....										
Local Transportation².....	46.1	45.6	45.7	101.3	101.6	95.9	46.70	46.33	43.83	31,555
Building Construction.....	41.2	41.1	40.9	107.7	106.7	103.0	44.37	43.85	42.13	107,307
Highway Construction.....	40.1	40.3	38.3	85.7	83.7	79.1	34.37	33.73	30.30	51,346
Services (as indicated below).....	42.5	42.2	42.1	63.0	63.3	59.3	26.78	26.71	24.97	38,131
Hotels and restaurants.....	43.4	43.2	43.0	61.5	62.1	58.5	26.69	26.83	25.16	25,819
Personal (chiefly laundries).....	40.5	40.1	40.3	66.2	65.9	61.0	26.81	26.43	24.58	12,312

*Industries classed in the durable manufactured goods.

¹ Since 1941, the Dominion Bureau of Statistics has prepared current indexes of average hourly earnings of the employees of eight establishments producing heavy electrical apparatus. Based upon the hourly earnings at June 1, 1941, as 100 p.c., the latest figures are as follows:—July 1, 1949, 228.5; Aug. 1, 1949, 228.8; Sept. 1, 1949, 228.1; at Sept. 1, 1948, the index was 215.6.

² Chiefly street and electric railways.

³ For information respecting the sex distribution of the persons in recorded employment, see Table C-5.

**TABLE C-10.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS
IN MANUFACTURING INDUSTRIES IN CANADA**

(SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour.)

Date		Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946-100)		
					Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
			cts.	\$			
Week preceding							
January	1, 1945.....	46.1*	70.0	32.27*	106.8	96.0	111.3
February	1, 1945.....	45.4	70.1	31.83	105.3	96.0	109.7
March	1, 1945.....	45.8	70.1	32.11	106.3	96.0	110.7
April	1, 1945.....	45.6*	70.4	32.10*	106.2	96.0	110.6
May	1, 1945.....	45.5	70.5	32.08	106.2	96.3	110.3
June	1, 1945.....	44.3	70.3	31.14	103.0	96.8	106.4
July	1, 1945.....	44.3	70.1	31.05	102.7	97.3	105.5
August	1, 1945.....	44.3	69.5	30.79	101.9	97.5	104.5
September	1, 1945.....	44.1	69.2	30.52	101.9	97.0	104.1
October	1, 1945.....	44.7	67.8	30.31	100.3	96.8	103.6
November	1, 1945.....	44.9	67.5	30.31	100.3	97.0	103.4
December	1, 1945.....	44.8	67.0	30.02	99.3	97.2	102.2
January	1, 1946.....	44.2*	67.9	30.01*	99.3	97.0	102.4
February	1, 1946.....	44.1	68.1	30.03	99.4	97.0	102.5
March	1, 1946.....	44.0	67.9	29.88	98.9	97.2	101.7
April	1, 1946.....	44.4	68.4	30.37	100.5	97.7	102.9
May	1, 1946.....	43.0	68.9	29.63	98.0	98.7	99.3
June	1, 1946.....	42.0	69.1	29.02	96.0	100.0	96.0
July	1, 1946.....	42.4	70.0	29.68	98.2	101.2	97.0
August	1, 1946.....	43.0	70.0	30.10	99.6	101.6	98.0
September	1, 1946.....	42.7	70.6	30.15	99.8	101.5	98.3
October	1, 1946.....	42.9	71.4	30.63	101.4	102.6	98.8
November	1, 1946.....	42.4	72.9	30.91	102.3	102.8	99.5
December	1, 1946.....	43.2	74.5	32.18	106.5	102.8	103.6
January	1, 1947.....	42.7*	76.2	32.54*	107.7	102.8	104.8
February	1, 1947.....	43.1	76.3	32.89	108.8	103.4	105.2
March	1, 1947.....	43.4	77.1	33.46	110.7	104.3	106.1
April	1, 1947.....	43.2	77.6	33.52	110.9	105.7	104.9
May	1, 1947.....	43.2	78.3	33.83	111.9	107.7	103.9
June	1, 1947.....	42.9	79.9	34.28	113.4	109.1	103.9
July	1, 1947.....	42.0	80.8	33.94	112.3	110.0	102.1
August	1, 1947.....	42.5	81.3	34.55	114.3	110.5	103.4
September	1, 1947.....	42.3	82.2	34.77	115.1	112.8	102.0
October	1, 1947.....	43.1	83.4	35.95	119.0	115.0	103.5
November	1, 1947.....	42.9	84.7	36.34	120.3	116.2	103.5
December	1, 1947.....	43.5	85.6	37.24	123.2	118.1	104.3
January	1, 1948.....	43.2*	86.6	37.41*	123.8	120.0	103.2
February	1, 1948.....	42.8	86.6	37.06	122.6	121.4	101.0
March	1, 1948.....	43.2	88.0	38.02	125.8	122.0	103.1
April	1, 1948.....	43.2*	89.0	38.45*	127.2	122.7	103.7
May	1, 1948.....	43.1	89.4	38.53	127.5	124.0	102.8
June	1, 1948.....	41.7	91.4	38.11	126.1	124.8	101.0
July	1, 1948.....	42.0	92.3	38.77	128.3	126.9	101.1
August	1, 1948.....	42.1	92.7	39.03	129.2	127.4	101.4
September	1, 1948.....	41.7	93.4	38.95	128.9	128.6	100.2
October	1, 1948.....	43.0	94.6	40.68	134.6	129.1	104.3
November	1, 1948.....	43.1	95.5	41.16	136.2	129.1	105.5
December	1, 1948.....	43.2	96.0	41.47	137.2	128.6	106.7
January	1, 1949.....	43.2*	97.2	41.99*	138.9	129.1	107.6
February	1, 1949.....	42.9	97.2	41.70	138.0	129.0	107.0
March	1, 1949.....	43.0	97.6	41.97	138.9	128.8	107.8
April	1, 1949.....	42.9	98.2	42.13	139.4	128.9	108.1
May	1, 1949.....	41.8*	98.6	41.21*	136.4	129.0	105.7
June	1, 1949.....	40.8	99.1	40.43	133.8	129.9	103.0
July	1, 1949.....	41.8	99.1	41.42	137.1	131.1	104.6
August	1, 1949.....	41.9	98.8	41.40	137.0	131.7	104.0
September	1, 1949 (1).....	42.4	98.5	41.76	138.2	131.3	105.3

NOTE: Average Real Weekly Earnings were computed by dividing the index of the cost of living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

* Figures adjusted for holidays. The actual figures are: January 1, 1945, 39.6 hours, \$27.72; April 1, 1945, 43.6 hours, \$30.69; January 1, 1946, 38.1 hours, \$25.87; January 1, 1947, 38.1 hours, \$29.03; January 1, 1948, 38.3 hours, \$33.17; April 1, 1948, 41.6 hours, \$37.02; January 1, 1949, 40.6 hours, \$39.46; May 1, 1949, 42.5 hours, \$41.91.

(1) Latest figures subject to revision.

TABLE C-11.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1919.....	3.1	2.0	3.4	2.7	2.1	3.2	2.0	7.9	3.4
Average 1920.....	1.8	2.0	7.2	3.4	3.1	3.2	2.8	11.2	4.9
Average 1921.....	11.3	8.5	16.6	9.7	8.5	7.8	7.8	23.5	12.7
Average 1926.....	7.8	2.1	6.8	4.2	3.6	3.0	4.9	5.5	5.1
Average 1929.....	4.0	1.6	7.7	4.3	7.1	5.3	6.4	5.9	5.7
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	0.8	0.9	1.1	0.6	0.9	0.7	0.8	0.4	0.8
Average 1944.....	0.2	0.6	0.7	0.4	0.5	0.6	0.6	0.5	0.5
Average 1945.....	2.0	1.2	1.4	1.5	0.7	0.9	0.6	1.5	1.4
Average 1946.....	2.7	1.7	1.2	1.1	1.2	1.2	0.8	2.7	1.4
Average 1947.....	6.7	3.5	1.3	0.6	0.8	0.8	1.0	1.5	1.3
Average 1948.....	4.1	4.7	2.1	1.6	0.9	1.9	1.5	3.7	2.2
Mar. 1920.....	1.9	3.1	3.3	2.3	3.2	3.0	2.1	7.6	3.1
June 1920.....	0.6	0.4	3.1	1.6	1.4	2.2	1.2	5.8	2.1
Sept. 1920.....	0.3	0.1	7.6	1.9	0.5	0.1	0.6	5.1	3.3
Dec. 1920.....	6.9	11.0	19.6	12.3	7.8	10.1	9.2	11.6	13.0
Mar. 1921.....	17.9	11.7	16.9	13.0	10.5	12.1	9.8	34.6	16.5
June 1921.....	14.3	11.7	20.7	6.7	8.0	6.8	9.4	24.4	13.2
Sept. 1921.....	8.7	7.0	13.8	6.2	3.9	2.5	3.0	12.5	8.5
Dec. 1921.....	5.9	6.9	26.8	9.7	15.5	10.4	6.8	24.7	15.1
Mar. 1926.....	19.0	2.7	6.5	8.4	7.0	6.8	4.6	3.0	7.3
June 1926.....	3.8	1.6	8.9	1.9	2.6	0.8	4.9	2.6	4.1
Sept. 1926.....	1.1	1.6	7.1	1.8	0.5	1.1	2.0	5.4	3.3
Dec. 1926.....	3.2	2.2	7.6	5.6	4.3	2.1	6.7	7.5	5.9
Mar. 1929.....	6.2	1.4	7.9	4.5	9.2	7.3	4.9	4.8	6.0
June 1929.....	3.3	1.0	2.9	2.5	3.1	2.8	4.3	2.6	2.9
Sept. 1929.....	1.8	1.6	3.9	3.1	4.7	2.5	6.1	4.5	3.7
Dec. 1929.....	5.2	2.4	14.5	9.7	12.8	13.0	13.9	11.5	11.4
Mar. 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
June 1933.....	13.8	13.0	26.2	23.3	19.4	14.9	24.5	18.6	21.8
Sept. 1933.....	11.0	10.4	24.1	20.9	19.1	13.5	19.7	21.3	19.8
Dec. 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
Mar. 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
June 1939.....	6.3	8.9	15.0	9.7	10.2	6.6	18.2	9.7	11.6
Sept. 1939.....	7.4	6.1	13.2	7.6	4.0	3.2	6.2	10.0	9.1
Dec. 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
Mar. 1945.....	0.5	0.0	1.2	0.6	0.9	0.8	0.8	0.5	0.7
June 1945.....	1.2	0.1	0.6	0.7	0.2	0.9	0.3	0.2	0.5
Sept. 1945.....	2.0	0.5	2.4	0.5	0.4	0.4	0.3	2.4	1.4
Dec. 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	0.9	3.5	3.0
Mar. 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
June 1946.....	3.6	3.7	1.0	0.8	1.5	0.7	0.4	2.3	1.3
Sept. 1946.....	0.9	1.0	1.0	1.0	0.5	0.4	0.5	1.5	1.0
Dec. 1946.....	1.5	0.3	1.4	0.9	1.3	1.5	1.4	3.6	1.5
Mar. 1947.....	15.4	1.7	1.8	0.7	1.3	2.0	1.5	2.0	1.8
June 1947.....	7.2	2.2	0.5	0.5	0.4	0.5	0.3	0.8	0.8
Sept. 1947.....	4.9	0.8	0.6	0.3	0.5	0.2	0.5	1.1	0.7
Dec. 1947.....	3.6	8.4	2.2	0.9	1.1	0.6	1.5	2.0	1.7
Mar. 1948.....	6.1	3.9	2.7	3.1	1.0	2.8	2.9	3.8	3.1
June 1948.....	5.1	6.6	0.9	0.4	0.3	0.2	0.3	2.9	1.3
Sept. 1948.....	3.9	0.9	1.1	0.5	0.7	0.4	0.2	2.1	1.0
Dec. 1948.....	2.4	7.5	3.3	2.8	1.2	3.7	2.4	6.0	3.4
Mar. 1949.....	5.5	6.9	3.4	2.7	1.1	3.8	1.8	3.9	3.2
June 1949.....	1.9	1.8	1.7	1.5	2.6	1.9	1.2	2.8	1.8
Sept. 1949.....	5.2	2.3	3.2	1.8	0.3	0.3	0.3	2.7	2.2

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Note.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Logging and Lumbering	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals
September 1919		1.0	2.3	1.0	1.2	.3	1.7		.1	.7	1.1	0	.1	.1		3.4	1.4
September 1920		.1	7.7	2.3	1.5	1.2	1.7		2.2	23.2	3.7	39.0		15.1		4.6	4.0
September 1921	22.8	9.1	13.9	11.4	7.7	6.3	8.3		2.4	13.8	3.0	17.5		8.4		19.1	16.4
September 1926	35.4	2.7	6.8	3.3	2.6	0	3.5		9.8	5.2	17.3	1.7	21.3	1.9		8.8	27.0
September 1929	4.7	3.5	2.0	3.0	2.5	1.2	3.2		6.8	3.7	3.7	3.7	11.7	1.4		3.3	2.4
September 1930	14.5	5.6	4.4	3.1	3.1	1.3	6.1		1.9	3.0	3.4	2.4	6.4	11.5	0	4.6	.2
September 1942	0	.8	.4	.1	.7	.3	1.5	0	.4	2.2	0	.1	1.0	1.8	0	.2	0
September 1943	0	.1	.2	0	.2	.2	.3	0	.2	.2	0	.3	0	.5	0	.1	0
September 1944	0	.5	.1	.4	.3	.4	.2	0	.4	.2	0	.4	0	0	0	.1	0
September 1945	0	.4	2.5	.3	.2	.3	.1	.1	.4	.4	1.2	1.0	.2	.6	0	5.2	9.0
September 1946	0	.5	1.4	.1	.4	.5	.2	.0	.4	.5	0	0	0	3.0	0	3.0	3.0
September 1947	0	.3	.9	.5	.5	.5	.3	0	.5	.8	.0	.1	3.5	1.5	.0	1.7	.1
September 1948	4.5	1.2	1.2	.1	.2	.3	.3	0	2.1	.8	1.3	.1	2.3	2.3	0	1.9	1.4
September 1949	14.3	1.5	2.4	.3	1.3	1.8	.4	.2	3.5	2.4	4.3	.5	1.0	2.1	.6	3.4	3.8
March 1932		17.5	28.2	15.4	16.8	19.2	15.0	0	41.6	19.8	29.7	19.0	20.0	26.7		35.3	35.7
June 1932		14.6	24.5	8.4	14.0	12.7	11.5		26.8	18.9	10.6	20.7	8.8	20.9		30.6	14.0
September 1932		16.9	21.3	9.8	15.4	15.3	15.4	8.7	23.0	18.1	14.1	7.7	6.4	23.0		25.0	16.7
December 1933		6.8	23.4	10.0	15.3	17.4	14.4	0	13.9	17.2	18.3	11.4	55.6	42.7		25.3	23.3
March 1939		12.8	13.3	8.5	7.7	8.7	6.1		8.4	11.6	12.4	11.4	12.4	25.8	.6	16.2	2.9
June 1939		10.1	13.5	4.7	5.5	4.5	7.1	0	3.0	19.0	8.8	20.3	24.1	17.8	0	14.7	7.4
September 1939		5.9	10.8	3.7	6.8	6.4	7.4	0	22.9	6.1	1.3	3.3	29.3	20.8	0	14.6	1.5
December 1939		5.0	10.0	4.4	5.7	4.3	8.0	12.1	7.0	9.3	.7	8.0	29.0	33.1	25.5	8.7	.8
March 1944		.7	.3	.1	.3	.3	.2	0	.8	.1	0	.2	.0	.2	0	.3	1.4
June 1944		0	.3	.1	.1	.0	.1	0	.2	.2	0	.3	0	.0	0	.1	0
September 1944		.0	.5	.1	.4	.3	.2	0	.4	.2	0	.4	0	.0	0	.0	0
December 1944		.0	.4	0	.7	1.0	.1	.2	.4	.0	.0	0	0	.1	0	.2	5.0
March 1946	4.2	.7	1.8	.5	.4	.4	.4	0	2.3	.0	0	0	.5	1.2	0	3.5	2.2
June 1946	.8	.8	1.6	.5	.2	.2	.3	.1	.6	.3	.1	.4	.5	1.8	0	3.1	4.6
September 1946	0	0	1.4	.1	.4	.5	.2	.0	.4	.5	1.2	0	.2	3.0	0	2.0	3.0
December 1946	8.0	.7	1.4	.1	1.3	2.0	.1	.1	1.3	.1	0	.1	1.0	1.7	0	2.3	4.7
March 1948		.8	2.0	1.5	.4	.5	.3	.8	3.4	.6	.1	.5	15.0	7.8	0	2.9	.1
June 1948		1.3	1.5	1.5	.1	.1	.2	.3	5.0	.2	.2	.3	3.5	3.5	0	1.7	2.2
September 1948		4.5	1.2	.2	.2	.2	.3	.0	2.1	.8	1.3	.3	3.5	2.3	0	1.9	1.4
December 1948		66.2	.5	2.5	1.5	2.0	.6	.0	10.7	.7	.0	.5	28.6	5.7	0	4.9	4.9
March 1949		20.4	2.4	2.6	1.8	2.5	.6	.3	9.2	.2	.3	.1	.8	6.4	2.5	2.5	.4
June 1949		9.7	1.8	.2	1.0	1.3	.3	.9	6.6	.8	1.2	.4	1.5	3.8	0	2.1	3.9
September 1949		14.3	2.4	.3	1.3	1.8	.4	.2	3.5	2.4	4.3	.5	1.0	2.1	.6	3.4	3.8

TABLE C-12.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES—Continued

Note.—In percentages shown below, "0" indicates no unemployment. Where ".0" is used, negligible unemployment (less than .05 per cent) is indicated.

	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations
September 1919	1-2	0	.....	2-7	2-9	-9	2-4	1-0	-2	-0	-0	.....	-4	1-2	-1	2-0	1-8
September 1920	15-6	6-5	.....	2-7	2-9	-4	2-5	2-2	-3	-1	-1	.....	-5	1-0	-0	1-6	3-3
September 1921	59-8	.....	.....	3-4	11-7	2-6	7-9	2-3	2-9	-2	-2	.....	-5	1-3	1-1	6-4	8-5
September 1926	12-9	0	.....	7-0	5-5	1-7	8-3	1-8	-1	-1	-1	.....	-1	1-4	-9	4-7	3-2
September 1929	16-8	0	.....	11-3	8-6	2-8	13-6	2-8	-4	-1	-1	.....	-5	2-4	0	4-7	3-7
September 1930	1-0	0	.....	16-3	7-1	3-4	23-9	3-3	-3	5-3	5-4	.....	-2	2-1	0	3-9	4-4
September 1940	-2	0	.....	3-1	3-2	-8	3-1	9-9	-1	2-0	2-1	.....	-3	-3	-1	-5	-8
September 1943	0	0	.....	2-5	1-0	-4	1-5	-5	0	1-1	1-2	.....	0	-6	0	-3	-3
September 1944	0	0	.....	0	1-7	-3	3-1	-3	0	1-9	2-0	.....	0	-3	0	1-2	-3
September 1945	0	0	.....	0	1-5	-4	1-5	-3	-2	-1	-1	.....	-3	-4	-0	-5	-3
September 1946	7-8	0	.....	4-5	-8	-8	6-7	-5	-1	-2	-2	.....	-3	-3	-1	1-0	1-4
September 1947	0	0	.....	1-1	-6	-5	0	-6	-1	-1	-1	.....	-3	-5	0	-5	-7
September 1948	0	1-9	.....	1-7	0	-5	5-0	-4	-0	-1	-1	.....	-3	-6	-2	1-1	1-0
September 1949	1-0	-1	.....	1-6	4-6	-9	2-7	1-1	-2	-2	-3	.....	0	1-3	2-0	-7	2-2
March 1933	32-6	0	.....	58-8	71-0	14-1	51-5	16-3	-9	14-8	15-1	.....	-8	12-2	7-4	20-9	25-1
June 1933	36-8	0	.....	46-9	62-5	12-0	31-0	13-6	1-0	10-1	10-3	.....	-2	12-9	6-3	23-4	21-8
September 1933	33-1	0	.....	60-9	65-8	12-0	42-1	12-3	1-1	11-5	11-7	.....	-6	11-0	5-2	20-2	19-8
December 1933	35-5	0	.....	73-2	69-1	13-4	34-6	14-5	1-1	12-9	13-1	3-8	.....	8-7	2-8	19-8	21-0
March 1939	52-1	1-7	.....	34-8	40-2	13-2	69-8	12-9	1-7	6-8	7-0	.....	-1	6-2	2-2	9-8	15-7
June 1939	45-3	0	.....	34-1	21-7	6-3	26-3	6-7	1-5	6-1	6-2	.....	-1	3-5	1-5	5-3	11-6
September 1939	35-8	0	.....	25-4	21-3	4-2	40-7	3-8	1-0	7-2	7-4	.....	-1	4-0	1-2	6-5	9-1
December 1939	13-3	6-8	.....	35-6	39-3	10-0	34-1	10-5	3-9	6-3	6-5	.....	0	4-1	4-2	4-6	11-1
March 1944	0	-3	.....	-5	6-5	-4	1-0	-4	-0	1-1	1-2	.....	0	-4	-0	-7	-9
June 1944	0	0	.....	0	-9	-3	1-2	-4	-0	1-5	1-6	.....	0	-2	0	-5	-3
September 1944	0	0	.....	0	-7	-3	3-1	-3	-0	1-9	2-0	.....	0	-3	0	-5	-3
December 1944	0	0	.....	3-6	2-8	-5	2-7	-5	-1	-5	-6	.....	1-3	-4	-0	-7	-6
March 1946	0	1-8	.....	20-4	3-1	2-0	4-3	2-4	-1	-3	-3	.....	5-0	7	-1	1-4	1-9
June 1946	0	0	.....	0	-8	1-5	6-5	1-0	-2	1-4	1-6	.....	-5	-4	-1	-7	1-3
September 1946	7-8	0	.....	1-8	-8	-8	6-7	-5	-1	-2	-2	.....	-3	-3	-1	-7	1-3
December 1946	2-0	0	.....	-1	2-6	1-4	10-7	1-3	-3	-9	1-0	.....	-5	-6	-3	-9	1-5
March 1948	1-7	0	.....	6-3	8-1	1-6	27-3	1-0	-3	-1	-1	.....	-3	-8	-3	1-5	3-1
June 1948	-1	0	.....	2-7	0	1-5	1-2	1-3	-0	-1	-1	.....	-6	-4	-0	-7	1-3
September 1948	0	1-9	.....	1-7	1-5	1-5	8-9	1-4	-0	-4	-1	.....	-3	-6	-2	1-1	1-4
December 1948	1-4	-1	.....	3-4	7-9	1-1	6-8	1-5	-5	-1	-2	.....	-5	1-5	1-7	1-3	3-0
March 1949	3-6	-7	.....	1-4	11-4	1-4	1-9	1-9	-1	-5	-7	.....	-6	1-3	2-0	-6	3-2
June 1949	-2	0	.....	1-3	4-3	1-0	1-3	1-3	-2	-1	-2	.....	-3	4	-0	-8	1-8
September 1949	1-0	-1	.....	1-6	4-6	-9	2-7	1-1	-2	-2	-3	.....	1-0	1-3	2-0	-7	2-2

D—Employment Service Statistics

TABLE D-1.—UNFILLED VACANCIES AND UNPLACED APPLICANTS AS AT FIRST OF MONTH

(Source: Form UIC 757)

Month	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
November 1945.....	94,980	31,857	126,837	120,323	36,102	156,425
November 1946.....	91,662	41,156	132,818	102,676	31,593	134,269
November 1947.....	65,184	27,750	92,934	64,730	31,099	95,829
November 1948.....	31,856	18,595	50,451	67,569	34,280	101,849
December 1948.....	17,841	16,808	34,649	92,144	37,408	129,552
January 1949.....	11,996	13,063	25,059	150,474	36,185	186,659
February 1949.....	10,026	12,990	23,016	204,897	51,909	256,806
March 1949.....	10,187	13,544	23,731	209,866	51,896	261,764
April 1949.....	14,444	16,816	31,260	195,559	50,961	246,520
May 1949.....	21,673	21,840	43,513	158,794	44,832	203,726
June 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
July 1949.....	20,679	21,775	42,454	103,275	44,216	147,491
August 1949.....	18,043	19,313	37,356	97,154	42,090	139,244
September 1949.....	19,940	22,620	42,560	97,684	39,667	137,351
October 1949.....	20,837	20,629	41,466	101,504	41,543	143,047
November 1949 (1).....	15,441	15,985	31,426	115,798	48,058	163,856

(1) Latest figures subject to revision.

TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT SEPTEMBER 29, 1949

(Source: Form UIC 751)

Industry	Male	Female	Total	Change From September 1, 1949	
				Absolute	Percentage
Agriculture, Fishing, Trapping.....	1,555	415	1,970	+30	+1.5
Logging.....	1,668	7	1,675	+1,218	+266.5
Pulpwood.....	1,102	3	1,105	+922	+503.8
Lumber.....	552	4	556	+302	+118.9
Other logging.....	14	—	14	-6	-30.0
Mining.....	752	16	768	-43	-5.3
Coal.....	277	—	277	+58	+26.5
Metallic ores—					
Iron.....	45	1	46	-27	-37.0
Gold.....	266	7	273	-12	-4.2
Nickel.....	36	—	36	-89	-71.2
Other metallic ores and non-metallic minerals.....	92	2	94	+9	+10.6
Prospecting and oil producing.....	36	6	42	+18	+75.0
Manufacturing.....	4,358	6,313	10,671	-1,015	-8.7
Food and kindred products.....	470	790	1,260	-306	-19.6
Textiles, apparel, etc.....	502	3,633	4,135	-451	-9.8
Lumber and finished lumber products.....	657	108	765	-62	-7.5
Pulp and paper products and printing.....	553	297	850	-61	-6.7
Chemicals and allied products.....	165	159	324	-61	-15.9
Products of petroleum and coal.....	48	5	53	+11	+26.2
Rubber products.....	55	126	181	+36	+24.8
Leather and products.....	121	397	518	-162	-23.8
Stone, clay and glass products.....	162	49	211	-59	-21.9
Iron and steel and products.....	371	77	448	+29	+6.9
Non-ferrous metals and products.....	292	123	415	-66	-13.7
Machinery.....	204	66	270	-27	-9.1
Electrical equipment and products.....	199	140	339	+33	+10.8
Transportation equipment and other manufacturing.....	559	343	902	+131	+17.0
Construction.....	3,808	78	3,886	-30	-0.8
Transportation and Storage.....	1,164	89	1,253	-275	-18.0
Communications, and Other Public Utilities.....	300	200	500	-63	-11.2
Trade.....	3,075	2,935	6,010	+141	+2.4
Wholesale.....	927	411	1,338	-144	-9.7
Retail.....	2,148	2,524	4,672	+285	+6.5
Finance, Insurance, Real Estate.....	1,001	844	1,845	-97	-5.0
Service.....	3,142	9,732	12,874	-954	-6.9
Public.....	835	389	1,224	-135	-9.9
Domestic.....	128	5,194	5,322	+189	+3.7
Personal.....	1,168	3,711	4,879	-930	-16.0
Other service.....	1,011	438	1,449	-78	-5.1
All Industries.....	20,823	20,629	41,452	-1,088	-2.6

TABLE D-3.—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT SEPTEMBER 29, 1949

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	848	318	1,166	4,033	936	4,969
Clerical Workers.....	1,703	3,016	4,719	5,955	12,695	18,650
Sales Workers.....	2,024	1,616	3,640	3,169	6,047	9,216
Personal and Domestic Service Workers.....	1,061	8,863	9,924	9,660	6,855	16,515
Seamen.....	55	—	55	1,250	5	1,255
Agriculture and Fishing.....	1,492	15	1,507	2,244	271	2,515
Skilled and Semiskilled Workers.....	8,324	4,190	12,514	35,301	6,799	42,100
Food and kindred products.....	128	110	238	370	350	929
Textiles, clothing, etc.....	225	3,088	3,313	1,288	3,757	4,985
Lumber and wood products.....	1,019	1	1,920	2,154	78	2,232
Pulp, paper and printing.....	224	49	273	624	274	898
Leather and products.....	84	336	420	607	277	884
Stone, clay and glass products.....	32	2	34	80	20	100
Metalworking.....	796	36	832	6,013	303	6,316
Electrical.....	105	29	134	873	227	1,100
Transportation equipment, n.e.c.....	24	—	24	437	62	499
Mining.....	459	—	459	452	—	452
Construction.....	1,973	—	1,973	7,273	—	7,273
Transportation (except seamen).....	779	4	783	5,566	29	5,595
Communication and public utility.....	40	—	40	210	2	212
Trade and service.....	229	338	567	809	543	1,352
Other skilled and semiskilled.....	1,109	154	1,263	5,719	709	6,428
Foremen.....	45	10	55	702	118	820
Apprentices.....	153	33	186	1,975	50	2,025
Unskilled Workers.....	5,330	2,611	7,941	39,892	7,935	47,827
Food and tobacco.....	140	561	701	604	982	1,586
Lumber and lumber products.....	217	20	237	1,601	324	1,925
Metalworking.....	171	106	277	2,091	148	2,239
Construction.....	1,877	—	1,877	4,780	1	4,781
Other unskilled workers.....	2,925	1,924	4,849	30,816	6,480	37,296
Total.....	20,837	20,629	41,466	101,504	41,543	143,047

TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND PLACEMENTS FOR THE MONTH OF SEPTEMBER, 1949

(SOURCE: Form UIC 751)

Industry	Weekly Average		
	Vacancies Notified	Referrals	Place-ments
Agriculture, Fishing, Trapping.....	2,009	2,154	1,580
Logging.....	727	324	223
Mining.....	250	295	194
Manufacturing.....	5,982	5,904	3,906
Food and kindred products.....	1,126	1,122	744
Textiles, apparel, etc.....	974	846	513
Lumber and finished lumber products.....	726	751	511
Pulp and paper products and printing.....	533	500	348
Chemicals and allied products.....	213	228	146
Products of petroleum and coal.....	65	82	43
Rubber products.....	143	124	88
Leather and products.....	145	146	95
Stone, clay and glass products.....	159	176	118
Iron and steel and products.....	336	390	245
Non-ferrous metals and products.....	288	300	207
Machinery.....	275	293	187
Electrical equipment and products.....	247	245	142
Transportation equipment and other manufacturing.....	722	701	519
Construction.....	3,947	3,839	2,925
Transportation and Storage.....	1,279	1,236	957
Communications, and Other Public Utilities.....	225	221	146
Trade.....	3,492	3,878	2,179
Finance, Insurance, Real Estate.....	399	451	208
Service.....	6,358	5,767	3,990
All Industries.....	21,698	24,069	16,398

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS SEPT. 2 TO SEPT. 29, 1949**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Newfoundland.....	94	45	1,947	120	58	9	6,815
Corner Brook.....	13	15	162	13	12	—	864
Grand Falls.....	2	—	189	2	—	2	1,002
St. John's.....	79	30	1,596	105	46	7	4,949
Prince Edward Island.....	831	685	529	252	230	31	915
Charlottetown.....	334	220	404	189	177	21	716
Summerside.....	497	465	125	63	53	10	199
Nova Scotia.....	1,992	940	5,461	2,233	1,170	350	8,921
Amherst.....	16	5	97	23	20	—	282
Bridgewater.....	16	17	135	14	5	4	282
Halifax.....	964	635	2,105	1,160	534	178	3,011
Inverness.....	13	3	81	10	10	—	155
Kentville.....	237	124	262	116	137	4	529
Liverpool.....	23	5	143	19	19	—	214
New Glasgow.....	305	50	714	338	195	64	818
Springhill.....	7	—	83	7	6	—	172
Sydney.....	262	49	1,303	359	161	93	2,483
Truro.....	115	29	332	140	72	7	426
Yarmouth-Shelburne.....	34	23	206	47	11	—	549
New Brunswick.....	2,045	813	4,946	3,012	1,343	253	8,832
Bathurst.....	89	4	356	159	71	—	535
Campbellton.....	87	28	398	145	47	14	605
Edmundston.....	75	7	245	599	56	12	1,686
Fredericton.....	144	102	314	189	98	17	392
Minto.....	134	41	148	180	97	—	262
Moncton.....	639	284	1,513	727	416	111	2,008
Newcastle.....	66	7	247	109	56	—	437
Saint John.....	511	210	1,179	554	332	83	2,071
St. Stephen.....	30	9	175	112	4	2	536
Sussex.....	17	6	142	43	11	1	192
Woodstock.....	253	115	229	195	155	13	108
Quebec.....	17,691	9,567	30,866	17,093	9,611	985	43,970
Asbestos.....	90	16	171	80	70	—	428
Beauharnois.....	110	56	146	76	52	4	242
Buckingham.....	64	41	151	76	70	—	322
Caumont.....	8	5	106	8	12	—	295
Chandler.....	81	3	120	78	35	43	224
Chicoutimi.....	134	37	640	181	85	11	923
Dolbeau.....	5	1	97	12	3	—	167
Drummondville.....	151	33	603	140	92	—	1,178
Farnham.....	24	36	61	31	25	—	195
Granby.....	95	18	388	137	92	2	697
Hull.....	350	126	726	354	157	6	1,058
Joliette.....	155	94	369	200	63	6	586
Jonquière.....	84	26	433	89	63	—	583
Lachute.....	57	31	167	72	36	1	252
La Malbaie.....	5	1	121	5	5	—	191
La Tuque.....	375	27	501	279	382	1	269
Levis.....	129	40	633	213	93	—	1,699
Matane.....	763	826	105	35	21	—	184
Megantic.....	49	5	236	91	44	—	286
Mount-Laurier.....	8	2	64	9	9	—	153
Montmagny.....	38	55	433	268	18	3	618
Montreal.....	10,405	6,456	12,898	8,923	5,534	577	14,448
Port Alfred.....	32	—	185	34	33	—	264
Quebec.....	1,402	538	3,502	1,943	693	135	5,411
Rimouski.....	15	7	90	19	16	—	294
Rivière du Loup.....	72	16	480	307	72	—	424
Rouyn.....	223	53	304	324	109	29	270
Sto. Agathe.....	97	28	122	97	72	—	68
Ste. Anne de Bellevue.....	77	29	137	77	63	—	128
Ste. Therese.....	81	23	147	79	47	—	228
St. Georges de Beauce.....	73	74	240	93	13	9	477
St. Hyacinthe.....	73	110	307	72	27	5	731
St. Jean.....	288	119	401	285	143	—	531
St. Jerome.....	404	99	509	353	292	—	493
St. Joseph d'Alma.....	5	6	126	21	16	—	330
Shawinigan Falls.....	127	24	900	204	51	3	1,564
Sherbrooke.....	666	132	1,493	758	429	99	2,139
Sorel.....	51	11	367	49	7	23	1,397
Thetford Mines.....	79	22	290	145	68	—	603
Three Rivers.....	361	156	1,069	474	224	16	2,039
Val d'Or.....	150	121	296	123	78	8	335
Valleyfield.....	113	19	309	132	105	4	610
Victoriaville.....	122	45	363	147	92	—	636

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS SEPT. 2 TO SEPT. 29, 1949—Con.**

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Regis- tered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Ontario.....	43,441	18,850	49,478	40,695	23,724	4,672	38,420
Annprior.....	80	4	65	66	65	5	74
Barrie.....	385	154	431	382	250	4	147
Belleville.....	195	39	325	190	139	18	390
Bracebridge.....	28	7	114	31	20	4	116
Brampton.....	103	44	110	110	73	1	118
Brantford.....	611	167	1,026	467	316	23	1,329
Brockville.....	92	23	131	111	74	1	118
Carleton Place.....	34	5	106	39	32	—	151
Chatham.....	435	103	631	504	322	69	227
Cobourg.....	146	15	253	212	147	1	147
Collingwood.....	114	11	160	115	98	—	207
Cornwall.....	187	16	600	237	136	22	853
Fort Erie.....	145	12	218	171	144	1	156
Fort Frances.....	157	110	121	102	62	10	95
Fort William.....	566	209	622	501	323	30	561
Galt.....	300	137	343	186	146	1	333
Gananoque.....	38	6	77	73	18	20	65
Goderich.....	192	159	89	113	71	14	53
Guelph.....	307	121	534	384	133	71	483
Hamilton.....	2,818	1,129	4,211	3,236	1,405	650	3,434
Hawkesbury.....	19	80	133	23	8	6	206
Ingersoll.....	223	46	263	223	97	90	61
Kapuskasing.....	33	2	87	64	23	—	53
Kenora.....	39	57	72	33	31	—	117
Kingston.....	567	147	921	708	417	57	710
Kirkland Lake.....	285	44	470	413	151	82	385
Kitchener-Waterloo.....	756	451	589	649	365	30	309
Leamington.....	194	31	256	252	129	29	113
Lindsay.....	188	31	193	217	139	20	136
Listowel.....	27	15	62	32	20	3	65
London.....	2,487	1,134	2,398	2,453	1,321	188	998
Midland.....	91	35	236	149	87	12	215
Napanee.....	36	7	72	32	20	—	136
New Toronto.....	553	197	656	496	343	5	491
Niagara Falls.....	418	127	520	351	207	19	501
North Bay.....	461	76	517	463	337	30	272
Orillia.....	197	16	334	214	145	21	409
Oshawa.....	1,207	231	1,653	1,314	948	46	1,253
Ottawa.....	1,901	778	2,444	1,698	930	272	2,211
Owen Sound.....	319	51	526	339	249	21	577
Parry Sound.....	45	10	114	55	32	—	114
Pembroke.....	261	125	429	267	119	6	280
Perth.....	54	20	87	61	53	5	100
Peterborough.....	426	45	816	531	394	1	1,029
Pictou.....	52	20	49	35	24	—	31
Port Arthur.....	795	149	953	695	573	6	635
Port Colborne.....	83	31	225	98	71	3	355
Prescott.....	52	27	79	63	35	—	88
Renfrew.....	233	36	230	176	140	4	147
St. Catharines.....	995	210	1,246	910	590	129	1,028
St. Thomas.....	222	110	306	318	152	10	210
Sarnia.....	439	72	591	572	364	4	369
Sault Ste. Marie.....	277	51	382	336	206	4	396
Simcoe.....	1,388	65	1,385	1,337	1,272	1	122
Sioux Lookout.....	74	29	75	58	34	14	79
Smiths Falls.....	142	18	154	150	115	13	208
Stratford.....	232	91	255	255	108	25	234
Sturgeon Falls.....	181	57	235	169	110	9	276
Sudbury.....	1,710	652	1,302	1,157	831	156	534
Timmins.....	481	130	671	702	333	54	618
Toronto.....	15,335	10,093	12,177	12,098	6,653	1,674	8,249
Trenton.....	248	31	327	399	227	—	181
Walkerton.....	61	39	73	58	29	—	138
Wallaceburg.....	201	20	309	198	112	75	196
Welland.....	354	86	595	273	111	56	1,070
Weston.....	348	259	349	342	189	—	191
Windsor.....	1,576	162	3,248	1,859	810	537	3,053
Woodstock.....	242	185	257	170	96	10	214
Manitoba.....	7,773	3,602	9,109	7,418	3,634	1,460	6,227
Brandon.....	730	423	652	536	403	19	341
Dauphin.....	92	26	142	111	57	14	84
Flin Flon.....	122	53	231	151	89	11	123
Portage la Prairie.....	119	102	204	93	53	1	167
The Pas.....	233	252	45	36	97	1	38
Winnipeg.....	6,477	2,746	7,835	6,491	2,935	1,414	5,474

TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR
FOUR WEEKS SEPT. 2 TO SEPT. 29, 1949—Cont.

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period
					Regular	Casual	
Saskatchewan.....	5,038	1,851	6,138	5,459	3,053	713	3,254
Estevan.....	116	46	126	116	94	—	55
Moose Jaw.....	366	123	587	430	221	30	461
North-Battleford.....	201	73	208	185	148	2	165
Prince-Albert.....	509	154	508	451	333	17	331
Regina.....	1,844	531	2,284	2,245	1,172	406	705
Saskatoon.....	1,473	580	1,780	1,541	803	242	1,117
Swift-Current.....	105	66	148	117	45	—	180
Weyburn.....	91	45	158	82	57	1	100
Yorkton.....	333	233	339	292	180	15	140
Alberta.....	9,133	2,955	10,099	8,926	5,351	1,296	4,788
Blairmore.....	50	105	54	35	35	—	94
Calgary.....	3,288	893	4,050	3,646	2,131	488	1,910
Drumheller.....	146	33	166	136	130	—	125
Edmonton.....	4,446	1,350	4,625	4,144	2,299	782	2,019
Edson.....	90	34	58	41	61	—	57
Lethbridge.....	703	295	724	597	438	25	352
Medicine Hat.....	116	101	214	117	82	—	162
Red Deer.....	314	144	208	210	165	1	69
British Columbia.....	10,755	2,569	17,969	11,065	5,936	1,352	20,883
Chilliwack.....	187	24	256	194	145	25	307
Courtenay.....	30	16	230	30	18	—	197
Cranbrook.....	61	43	82	66	43	—	96
Dawson Creek.....	114	30	79	92	75	—	20
Duncan.....	200	68	407	234	129	15	332
Kamloops.....	263	73	261	196	165	—	115
Kelowna.....	133	30	115	156	63	23	94
Nanaimo.....	175	31	647	178	94	27	399
Nelson.....	176	53	161	166	130	3	107
New Westminster.....	601	166	1,686	722	326	63	3,086
North Vancouver.....	499	37	798	509	119	277	883
Penticton.....	129	16	150	105	67	8	101
Port Alberni.....	204	21	286	241	169	—	187
Prince George.....	509	114	536	582	385	53	179
Prince Rupert.....	306	59	257	237	315	8	132
Princeton.....	107	10	126	103	97	—	47
Trail.....	226	49	294	234	171	5	207
Vancouver.....	5,389	1,317	9,558	5,614	2,449	676	12,497
Vernon.....	356	26	379	349	330	8	103
Victoria.....	938	323	1,519	947	516	151	1,725
Whitehorse.....	152	63	142	111	125	—	69
Canada.....	98,793	41,877	136,482	96,274	54,110	11,121	143,025
Males.....	66,511	21,019	96,733	65,256	40,062	6,411	101,491
Females.....	32,282	20,858	39,749	31,018	14,048	4,710	41,534

TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY
EMPLOYMENT OFFICES 1939-1949

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1939.....	579,645	208,327	787,972	270,020	114,862	384,882
1940.....	653,445	235,150	888,595	336,507	138,599	475,106
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,589,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949 (39 weeks).....	909,837	357,419	1,267,256	355,343	163,776	519,119

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES—JULY 1, 1949 TO SEPTEMBER 29, 1949

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Va- can- cies	Placements		Casual
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual	
Agriculture																		
Fishing, Trapping and Hunting																		
Logging																		
Lumberwood.....																		
Lumber.....																		
Other Logging.....																		
Mining																		
Coal.....																		
Iron.....																		
Gold.....																		
Nickel.....																		
Other Metallic Ores and Non-Metallic Minerals.....																		
Manufacturing																		
Prospecting and Oil Producing.....																		
Food and Kindred Products.....																		
Textiles and Apparel.....																		
Lumber and Finished Lumber Products.....																		
Pulp, Paper Products and Printing.....																		
Chemicals and Allied Products.....																		
Petroleum and Coal Products.....																		
Rubber Products.....																		
Leather and Leather Products.....																		
Stone, Clay and Glass Products.....																		
Iron and Steel and Products.....																		
Non-Ferrous Metals and Products.....																		
Machinery.....																		
Electrical Equipment and Products.....																		
Transportation Equipment and Products.....																		
Other Manufacturing.....																		
Construction																		
Buildings and Structures.....																		
Highways, Bridges and Streets.....																		
Waterways and Maintenance.....																		
Railway and Maintenance.....																		
Other General Contractors.....																		
Special Trade Contractors																		
Public Utilities Operation																		
Transportation and Storage.....																		
Communications and Other Public Utilities.....																		
Trade																		
Wholesale.....																		
Retail.....																		
Finance, Insurance and Real Estate																		
Service																		
Public.....																		
Domestic.....																		
Personal.....																		
Other Service.....																		
Totals																		
Men																		
Women																		

TABLE D-7.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES—JULY 1, 1949 TO SEPTEMBER 29, 1949

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada		
	Placements			Placements			Placements			Placements			Placements		
	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual	Vacancies	Regular	Casual
Agriculture	2,941	2,355	37	5,458	4,360	8	3,896	3,175	124	825	626	57	24,228	18,009	1,277
Fishing, Trapping and Hunting	15	7		3			7	6		7	4		2	26	
Logging	47	24	2	17	5		144	111		2,581	1,092	15	6,631	2,553	116
Pulpwood	24	14											2,507	772	
Lumber	20	9		8	2		140	106		2,457	1,001	15	3,702	1,587	15
Other Logging	3	1		2			10	8		94	85		4,492	194	100
Mining	316	226	2	47	28		1,041	596	6	1,021	788		4,331	2,740	14
Coal	11	2		17	5		536	300	5	9	15		711	421	3
Iron				6			87	34		70	44		303	171	
Nickel	196	164		6			159	88		353	225		1,507	978	3
Other Metallic Ores and Non-Metallic Minerals	104	53		4			45	29	3	577	493		1,214	821	7
Prospecting and Oil Producing	5			20	15		208	148		12	11		345	230	
Manufacturing	4,324	2,233	596	826	458	111	2,425	1,612	119	7,337	4,932	704	72,994	41,320	3,188
Food and Kindred Products	1,098	553	187	433	248	73	807	532	51	1,277	743	66	15,719	8,812	721
Textiles and Kindred Products	1,102	525	34	44	33	7	149	96	5	235	146		12,739	5,665	110
Lumber and Kindred Products	439	200	140	112	61	14	542	389	9	3,409	2,274	49	8,853	5,356	394
Printed Matter and Printing	445	258	56	46	17		94	56	14	589	346	9	5,947	3,265	368
Pulp, Paper and Allied Products	237	130	32	6	4		21	18	2	101	60		2,707	1,536	217
Chemicals and Allied Products	49	24	7	58	38	3	17	11	3	99	63	15	701	458	29
Rubber, Plastic and Leather Products	16	9					4	3		4	1		1,236	646	15
Stone, Clay and Glass Products	174	79	38	26	11	6	403	275	20	67	50		2,084	1,116	3
Iron and Steel and Products	199	117	20	7	5		126	39	2	134	87		2,322	1,514	117
Non-Ferrous Metals and Products	158	80	55	22	13	2	80	61	6	410	362	5	4,352	2,815	139
Machinery	101	54	20	30	16	2	75	56	2	92	68	4	3,575	2,271	108
Electrical Equipment and Products	63	43		14	7	2	2	2		2			2,833	1,787	132
Transportation Equipment and Other Manufacturing	241	143	6	18	5		89	60		725	64	542	2,848	1,533	76
Construction	2,958	1,858	133	1,816	1,035	192	5,422	3,493	459	4,476	3,251	183	46,896	34,346	739
Buildings and Structures	2,076	1,333	105	1,096	684	130	2,905	1,896	207	2,521	1,591	132	35,586	27,908	1,908
Highways, Bridges and Streets	113	77		137	124	14	641	450	32	586	471	7	2,835	2,476	103
Railway and Maintenance	103	41	1	86	41	3	570	413	5	243	172		2,002	1,319	30
Other General Contractors	58	28		5	322	214	5	214		288	173		1,351	629	72
Special Trades Operation	608	379	26	355	219		989	592	183	538	344	44	11,122	6,821	792
Public Utilities Operation	1,982	1,241	123	960	475	121	1,631	1,053	136	2,127	1,416	42	19,258	12,431	2,053
Transportation and Storage	1,184	1,149	119	854	437	116	1,349	808	123	1,915	1,270	78	3,006	1,707	80
Communications and Other Public Utilities	4	38		3			282	189	13	2,512	2,415	241	39,326	19,727	4,292
Wholesale	4,326	1,945	875	2,821	1,294	673	3,474	1,743	788	1,345	737	130	14,193	6,438	2,803
Retail	1,710	708	542	900	418	548	1,334	659	234	1,243	735	225	95,193	52,846	1,989
Finance, Insurance and Real Estate	2,016	1,237	333	1,801	876	327	1,942	1,042	293	2,732	1,378	225	25,103	12,834	1,989
Service	448	216	12	247	171		3,888	2,301	23	3,542	3,300	5	5,354	2,301	155
Public	6,099	2,203	2,232	1,369	872	50	8,723	3,858	26	8,623	754	24	2,190	33,633	18,637
Domestic	895	578	13	508	223	50	683	303	26	3,154	452	1,938	28,346	5,297	446
Personal	2,487	220	1,830	1,068	928	477	3,186	1,704	182	3,695	1,940	128	35,970	18,419	14,711
Other Service	501	1,446	300	2,023	878	286	1,660	1,168	250	865	430		8,627	4,568	970
Totals	23,906	12,304	4,070	16,677	9,450	2,487	27,234	15,848	3,986	31,536	17,551		300,649	164,801	32,624
Men	15,010	8,745	1,921	12,217	7,474	1,584	19,315	12,377	2,324	21,448	12,902		199,378	121,438	18,949
Women	8,896	3,559	2,149	4,460	1,976	903	7,919	3,471	1,662	10,088	4,649		101,271	43,363	13,675

E—Unemployment Insurance

TABLE E-1.—REGISTRATIONS OF EMPLOYERS AND EMPLOYEES BY REGIONS, FROM APRIL 1, 1948 TO SEPTEMBER 30, 1948 AND FROM APRIL 1, 1949 TO SEPTEMBER 30, 1949

Region	1948		1949	
	Employers Registered	Insured Persons Registered	Employers Registered	Insured Persons Registered
Maritimes.....	15,647	241,128	18,592	296,578
Quebec.....	55,322	946,708	57,429	962,557
Ontario.....	75,431	1,306,722	80,138	1,389,055
Prairie.....	39,522	496,082	42,043	512,914
Pacific.....	23,713	351,361	24,984	359,491
Total for Canada.....	209,635	3,342,001	223,186	3,520,595

TABLE E-2.—PERSONS SIGNING THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, SEX AND PROVINCE AS OF SEPTEMBER 30, 1949

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	52	11	2	6	10	8	15
Male.....	45	10	2	3	8	8	14
Female.....	7	1	.....	3	2	.....	1
(Male).....	(4,891)	(884)	(165)	(329)	(722)	(729)	(2,062)
(Female).....	(127)	(5)	(7)	(6)	(17)	(39)	(53)
Prince Edward Island.....	417	61	30	55	61	53	157
Male.....	295	47	20	37	43	30	118
Female.....	122	14	10	18	18	23	39
Nova Scotia.....	6,912	1,531	725	1,074	1,280	782	1,520
Male.....	5,843	1,327	615	933	1,080	695	1,193
Female.....	1,069	204	110	141	200	87	327
New Brunswick.....	5,373	1,158	461	609	962	684	1,499
Male.....	4,244	916	362	484	762	530	1,190
Female.....	1,129	242	99	125	200	154	309
Quebec.....	35,204	8,097	4,264	5,182	6,294	3,823	7,544
Male.....	25,777	6,283	3,298	3,825	4,564	2,722	5,085
Female.....	9,427	1,814	966	1,357	1,730	1,101	2,459
Ontario.....	25,503	6,977	2,941	3,441	3,867	2,421	5,856
Male.....	17,183	5,075	2,135	2,378	2,390	1,494	3,711
Female.....	8,320	1,902	806	1,063	1,477	927	2,145
Manitoba.....	3,339	777	258	407	496	313	1,088
Male.....	1,812	420	138	198	215	157	684
Female.....	1,527	357	120	209	281	156	404
Saskatchewan.....	1,421	333	124	188	229	145	402
Male.....	787	186	76	108	120	63	234
Female.....	634	147	48	80	109	82	168
Alberta.....	3,387	1,885	206	257	302	183	554
Male.....	2,732	1,694	147	150	192	116	433
Female.....	655	191	59	107	110	67	121
British Columbia.....	13,487	2,471	1,813	1,844	2,325	1,480	3,554
Male.....	9,965	1,829	1,397	1,399	1,657	1,003	2,680
Female.....	3,522	642	416	445	668	477	874
TOTAL.....	95,085	23,301	10,824	13,063	15,826	9,892	22,189
MALE.....	68,683	17,787	8,190	9,515	11,031	6,818	15,342
FEMALE.....	26,412	5,514	2,634	3,548	4,795	3,074	6,847

N.B. Newfoundland figures*in brackets relate to claims filed under the Unemployment Assistance plan. They are not included in the totals.

TABLE E-3.—CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO SEPTEMBER, 1949

	1942	1943	1944	1945	1946	1947	1948(1)	1949(1)
January.....	.....	4,637	11,751	20,412	71,932	63,681	109,311	140,305
February.....	663	4,822	12,284	14,990	59,098	47,141	88,016	108,759
March.....	4,124	5,046	10,667	13,307	50,706	43,675	76,248	103,402
April.....	2,925	3,953	6,463	8,430	35,781	35,859	59,265	68,979
May.....	2,799	2,027	4,654	8,825	34,777	27,603	42,257	63,692
June.....	4,629	1,772	3,226	10,857	30,646	21,365	39,644	53,114
July.....	2,668	1,087	3,106	10,886	27,576	20,034	38,790	49,586
August.....	1,855	1,370	3,241	20,557	25,115	17,281	32,182	57,750
September.....	1,118	1,013	3,715	40,473	28,555	25,847	33,036	59,080
October.....	1,058	1,475	6,222	36,717	34,891	34,743	43,620	.....
November.....	1,748	2,896	11,798	53,325	37,111	47,372	73,119	.....
December.....	3,337	6,562	13,770	57,612	52,479	79,849	114,506	.....
Total.....	26,924	36,660	90,897	296,391	488,667	464,450	749,994	704,667

(1) Revised claims*included. See Table E-4 for analysis of claims filed at Local Offices.

TABLE E-4.—CLAIMS FOR BENEFIT BY PROVINCES, SEPTEMBER, 1949

Province	Claims filed at Local Offices				Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Revised	Entitled to Benefit	Not Entitled to Benefit	Referred to Appeal	Pending
Newfoundland.....	37 (2,022)	29 (1,299)	3 (368)	5 (355)	10 (1,143)	25 (435)	2 (27)	26 (1,185)
Prince Edward Island.....	176	93	65	18	152	31		31
Nova Scotia.....	3,847	1,893	1,525	429	3,022	763	40	882
New Brunswick.....	2,555	1,218	1,035	282	2,029	512	18	510
Quebec.....	21,288	11,963	6,713	2,612	17,161	4,176	362	5,170
Ontario.....	16,941	9,334	5,426	2,181	12,755	3,350	253	3,959
Manitoba.....	2,050	1,051	669	330	1,334	467	62	420
Saskatchewan.....	891	521	224	146	627	220	20	374
Alberta.....	1,833	1,221	405	207	1,388	359	22	334
British Columbia.....	9,482	4,558	3,989	935	7,296	1,736	99	1,988
Total Canada, September, 1949	59,080	31,881	20,054	7,145	45,774	11,639 ⁽¹⁾	878	13,492
Total Canada, August, 1949.....	57,750	30,285	20,006	7,459	44,660	12,828 ⁽²⁾	831	13,055
Total Canada, September, 1948	33,036	17,034	11,109	4,893	22,642	9,106 ⁽³⁾	756	8,063

(1) In addition, there were 352 special requests not granted.

(2) In addition, there were 315 special requests not granted.

(3) In addition, there were 157 special requests not granted.

N.B. Figures in parenthesis are for unemployment assistance in Newfoundland. These are not included in the totals.

TABLE E-5.—CLAIMANTS NOT ENTITLED TO BENEFIT

Chief Reasons for Non-Entitlement	Month of September 1948	Month of September 1949	Cumulative Total for Current Fiscal Year
Insufficient contributions while in insurable employment.....	2,132	4,051	29,518
Not unemployed.....	860	307	3,353
Not capable of and not available for work.....	594	782	5,068
Loss of work due to a labour dispute.....	458	176	1,503
Refused offer of work and neglected opportunity to work.....	1,355	1,175	8,803
Discharged for misconduct.....	465	659	3,746
Voluntarily left employment without just cause.....	2,738	3,474	19,673
Other reasons ⁽¹⁾	504	1,015	6,264
Total.....	9,106	11,639 ⁽²⁾	77,928

(1) These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

(2) In addition, there were 435 claims for unemployment assistance in Newfoundland that were disallowed.

TABLE E-6.—NUMBER OF PERSONS RECEIVING BENEFIT DURING WEEK SEPTEMBER 10 TO 16 INCLUSIVE, AND NUMBER COMMENCING BENEFIT, NUMBER OF DAYS BENEFIT PAID AND AMOUNT OF BENEFIT PAID, PAID BY PROVINCES DURING MONTH OF SEPTEMBER, 1949

Province	Number Receiving Benefit During Week September 10 to 16 inclusive	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid (in dollars)
Newfoundland.....	32 (3,470)	16 (914)	1,306 (86,898)	3,360 (211,261)
Prince Edward Island.....	429	105	9,219	18,820
Nova Scotia.....	4,408	2,146	101,282	231,723
New Brunswick.....	3,966	1,537	93,974	217,041
Quebec.....	23,650	12,689	602,705	1,359,673
Ontario.....	18,407	9,686	440,414	1,000,610
Manitoba.....	2,609	1,054	64,480	138,624
Saskatchewan.....	973	438	25,699	54,118
Alberta.....	1,816	909	42,180	99,528
British Columbia.....	9,153	5,834	250,202	548,276
Total, Canada, September 1949.....	65,443	34,414	1,611,461	3,671,773
Total, Canada, August 1949.....		34,442	1,650,997	3,717,000
Total, Canada, September 1948.....		17,339	871,967	1,694,139

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO SEPTEMBER 30, 1949

Fiscal Year Ended March 31	RECEIPTS										DISBURSEMENTS	
	CONTRIBUTIONS (Gross less refunds)						Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund	
	Stamps	Meter	Bulk	Total Employer and Employee	Government							
												\$
1942	22,436,001 56	7,209,053 48	6,790,549 01	36,435,609 05	7,287,121 81			269,268 74	43,991,999 60	27,752 92	43,964,246 68	
1943	30,408,651 15	13,645,253 63	13,380,741 65	57,434,651 43	11,487,057 90	638 11		1,840,448 56	70,762,796 00	716,012 75	114,011,029 93	
1944	31,565,232 54	13,205,897 37	16,949,655 09	61,720,785 00	12,344,421 74	1,323 67		3,972,047 14	78,038,577 55	1,721,666 29	190,327,941 19	
1945	32,784,177 12	11,926,369 85	19,018,308 47	63,728,855 44	12,746,179 30	2,041 02		6,195,926 42	82,673,002 18	4,966,483 51	268,034,459 86	
1946	34,964,786 96	10,816,365 63	16,785,437 07	62,566,589 66	12,513,778 66	2,303 66		6,116,768 84	81,199,440 82	31,993,240 34	317,240,660 34	
1947	41,042,425 28	11,500,028 37	23,472,577 26	76,015,030 91	15,203,457 58	3,820 43		7,529,985 56	98,752,294 48	43,114,329 18	372,878,625 64	
1948	38,768,926 38	11,508,638 62	33,593,269 47	83,870,834 47	16,366,400 70	5,322 60		9,560,776 12	109,803,333 89	34,947,020 32	447,734,939 21	
1949	46,686,689 27	14,363,308 41	37,531,562 30	98,581,559 98	20,924,013 71	8,359 08		12,113,317 56	131,627,250 33	49,826,752 16	529,535,437 38	
April	4,659,575 10	1,397,731 77	2,729,335 56	8,786,642 43	959,568 37	1,190 00		1,078,855 51	10,826,256 31	7,944,066 04	532,417,627 65	
May	3,882,190 78	1,083,371 36	2,911,585 00	7,877,147 14	1,574,182 43	1,250 00		1,103,618 19	10,556,197 76	5,508,863 01	537,464,962 40	
June	4,142,564 77	1,172,772 22	3,044,609 46	8,359,946 45	1,671,443 95	1,454 00		1,119,134 83	11,151,979 23	4,109,708 12	544,507,233 51	
July	4,122,196 18	1,284,065 53	3,226,412 12	8,632,673 83	1,726,653 38	1,137 10		1,137,124 22	11,497,608 53	3,381,091 58	552,623,750 46	
August	4,208,807 86	1,104,055 98	3,252,116 82	8,564,980 66	1,713,434 31	1,113 55		1,156,157 96	11,435,636 48	3,713,885 12	560,345,551 82	
September	4,815,552 07	1,215,256 28	3,132,075 17	9,162,883 52	1,814,427 80	1,637 00		1,192,952 86	12,171,901 18	3,669,715 08	568,847,737 92	
Sub Total	25,830,886 76	7,257,253 14	18,296,134 13	51,384,274 03	9,459,710 24	7,801 65		6,787,843 57	67,639,629 49	28,327,328 95	568,847,737 92	
Grand Total	304,487,777 02	101,432,178 50	185,818,234 45	591,738,189 97	118,332,141 64	31,610 22		54,386,382 51	764,488,324 34	195,640,586 42	568,847,737 92	

The column "Bulk" includes contributions for armed service \$44,995,332.40 and miscellaneous receipts \$2,148.06.

F—Prices

TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the beginning of each Month
(Calculated by the Dominion Bureau of Statistics)

—	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*								Retail Prices Index (Com- modities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous		
1914.....		79.7	92.2	72.1	75.1	88.3		69.6		
1915.....		80.7	93.7	69.8	73.8	96.4		70.0		
1916.....		87.0	103.9	70.6	75.4	109.8		74.1		
1917.....		102.4	134.3	75.8	83.8	129.1		80.7		
1918.....		115.6	154.2	80.0	92.6	151.0		90.3		
1919.....		126.5	164.8	87.3	100.7	173.6		100.0		
1920.....		145.4	189.5	100.1	120.2	211.9		109.3		
1921.....		129.9	145.5	109.4	128.1	172.0		111.4		
1922.....		120.4	123.3	114.0	122.7	145.7		111.4		
1923.....		120.7	124.1	116.9	122.5	143.8		110.7		
1924.....		118.8	121.6	117.4	118.9	140.8		108.6		
1925.....		119.8	127.2	117.4	116.8	140.3		106.5		
1926.....		121.8	133.3	115.9	116.8	139.1		106.1		
1927.....		119.9	130.8	114.5	114.4	135.6		105.1		
1928.....		120.5	131.5	117.3	113.2	135.5		104.8		
1929.....		121.7	134.7	119.7	112.6	134.8		105.0		
1930.....		120.8	131.5	122.7	111.8	130.6		105.4		
1931.....		109.1	103.1	119.4	110.0	114.3		103.3		
1932.....		99.0	85.7	109.7	106.8	100.6		100.4		
1933.....		94.4	84.9	98.6	102.5	93.3		98.2		
1934.....		95.6	92.7	93.1	102.1	97.1		97.8		
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9	
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1	
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0	
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8	
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0	
1940.....	4.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6	
1941.....	10.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9	
1942.....	16.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4	
1943.....	17.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5	
1944.....	18.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2	
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2	
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1	
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8	
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4	
1947										
January.....	26.0	127.0	145.5	113.4	109.0	131.5	129.8	114.7	136.9	
February.....	26.8	127.8	147.0	113.4	109.1	131.9	130.9	115.5	137.9	
March.....	27.9	128.9	148.7	113.4	109.1	133.1	133.6	116.0	139.4	
April.....	29.6	130.6	151.6	113.4	109.1	136.9	137.2	116.3	142.3	
May.....	32.0	133.1	154.9	115.4	116.2	140.0	138.6	116.8	145.2	
June.....	33.8	134.9	157.7	117.8	116.7	142.4	139.8	117.1	147.4	
July.....	34.8	135.9	159.8	117.8	117.3	143.2	142.5	117.2	149.1	
August.....	35.5	136.6	160.6	117.8	118.6	145.5	143.7	117.2	150.2	
September.....	38.3	139.4	165.3	117.8	121.1	152.0	147.4	117.5	151.7	
October.....	41.1	142.2	171.3	119.9	121.9	154.2	149.9	117.6	158.5	
November.....	42.5	143.6	173.6	119.9	122.6	157.0	151.4	118.2	160.6	
December.....	44.8	146.0	178.7	119.9	120.3	159.3	154.9	119.8	164.4	
1948										
January.....	47.1	148.3	182.2	119.9	120.4	161.2	158.4	122.6	167.1	
February.....	48.9	150.1	186.1	119.9	120.1	165.1	159.9	122.8	170.0	
March.....	49.6	150.8	185.9	119.9	121.0	169.9	161.2	122.8	171.0	
April.....	50.4	151.6	186.8	119.9	121.3	172.9	161.9	122.9	172.2	
May.....	52.1	153.3	191.2	120.0	122.7	173.6	161.9	122.9	174.6	
June.....	53.1	154.3	193.9	120.9	124.3	174.8	162.0	122.7	176.4	
July.....	55.7	156.9	201.3	120.9	124.5	175.4	162.8	123.1	180.4	
August.....	56.3	157.5	202.6	120.9	127.7	175.9	161.4	123.4	181.3	
September.....	57.6	158.9	203.9	121.0	128.5	179.9	164.2	124.4	183.5	
October.....	58.3	159.6	205.4	121.0	128.8	181.0	165.1	124.4	184.6	
November.....	58.3	159.6	204.7	121.0	129.0	181.5	166.0	124.6	184.5	
December.....	57.6	158.9	202.0	121.7	129.1	181.5	166.2	124.6	183.2	
1949										
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5	
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3	
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.8	
April.....	58.0	159.3	198.5	122.4	131.0	183.2	168.0	128.4	182.6	
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0	
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6	
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.8	
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9	
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9	
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5	
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7	

* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF OCTOBER, 1949

(BASE:—August 1939=100)

	Total			Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
	Oct. 1, 1948	Sept. 1, 1949	Oct. 1, 1949						
Halifax.....	152.2	155.6	155.0	204.6	110.6	132.6	194.0	156.7	122.0
Saint John.....	156.4	159.4	159.0	197.8	117.9	136.0	194.3	155.5	128.3
Montreal.....	163.1	165.7	165.4	213.4	119.9	131.1	177.1	172.0	128.7
Toronto.....	155.4	158.2	157.9	197.3	122.0	152.0	183.4	163.4	129.0
Winnipeg.....	152.8	156.6	156.2	203.0	119.0	121.2	177.4	170.1	123.0
Saskatoon.....	161.8	162.8	162.4	209.9	123.9	140.4	188.7	171.8	121.5
Edmonton.....	153.9	156.8	156.8	209.5	112.0	114.6	187.8	162.1	125.3
Vancouver.....	161.3	163.5	162.8	209.3	115.3	139.8	192.7	160.3	133.1

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS

(BASE:—August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

Commodities*	Per	Dec. 1941	Aug. 1945	Dec. 1945	Aug. 1949	Sept. 1949	Oct. 1949	Price Oct. 1949
Beef, sirloin steak.....	lb.	120.7	154.8	154.8	260.6	258.1	255.2	71.2
Beef, round steak.....	lb.	125.7	167.9	167.9	289.9	287.3	284.4	67.4
Beef, rib roast.....	lb.	125.5	174.3	174.3	290.9	288.7	285.7	65.7
Beef, blade.....	lb.	132.7	161.6	162.3	311.9	306.9	303.1	48.2
Beef, stewing, boneless.....	lb.	136.7	168.3	168.3	347.8	342.7	339.7	46.4
Veal, front, roll, boneless.....	lb.	139.3	174.0	174.0	317.2	314.2	311.8	52.7
Lamb, leg roast.....	lb.	109.9	164.4	152.8	268.7	248.6	242.3	68.8
Pork, fresh loins, centre-cut.....	lb.	125.3	143.8	143.8	247.9	249.4	246.8	67.1
Pork, fresh shoulder, hock-off.....	lb.	127.0	143.4	143.4	279.8	278.8	268.3	51.1
Bacon, side, fancy, sliced, rind-on.....	lb.	132.3	141.5	142.5	236.4	236.1	235.5	75.1
Lard, pure.....	lb.	151.3	157.9	159.6	192.1	205.3	216.7	24.7
Shortening, vegetable.....	lb.	134.7	137.5	137.5	219.4	221.5	222.9	32.1
Eggs, grade "A" large.....	doz.	156.4	155.3	181.3	241.2	237.4	234.5	73.0
Milk.....	qt.	111.0	95.4	95.4	164.2	164.2	164.2	17.9
Butter, creamery, prints.....	lb.	140.5	144.3	148.0	226.7	230.8	232.2	63.4
Cheese, plain, mild, $\frac{1}{2}$ lb.....	pkg.	174.6	164.4	165.4	226.7	226.7	226.7	30.3
Bread, plain white, wrapped.....	lb.	106.5	106.3	106.3	165.1	165.1	165.1	10.4
Flour, first grade.....	lb.	127.3	124.2	124.2	221.2	221.2	221.2	7.3
Rolled oats, package.....	lb.	112.0	114.0	114.0	155.2	155.2	156.7	9.9
Corn flakes, 8 oz.....	pkg.	101.1	100.0	100.0	163.0	163.0	163.0	15.0
Tomatoes, canned, 2 $\frac{1}{2}$'s.....	tin	129.9	137.7	137.7	191.5	190.6	189.6	20.1
Peas, canned, 2's.....	tin	117.5	121.7	121.7	146.7	146.7	146.7	17.6
Corn, canned, 2's.....	tin	128.3	132.7	132.7	187.6	186.7	184.1	20.8
Beans, dry.....	lb.	129.4	133.3	133.3	262.7	264.7	262.7	13.4
Onions.....	lb.	108.2	142.9	126.5	179.6	163.3	159.2	7.8
Potatoes.....	10 lbs.	89.9	218.3	149.4	203.5	162.3	153.7	33.6
Prunes, bulk.....	lb.	115.8	120.2	120.2	188.6	189.5	190.3	21.7
Raisins, seedless, bulk.....	lb.	104.0	107.9	108.6	128.5	127.8	128.5	19.4
Oranges.....	doz.	132.5	154.6	154.3	143.8	130.0	124.6	34.4
Lemons.....	doz.	111.3	147.7	148.6	144.6	147.4	150.5	48.9
Jam, strawberry, 16 oz.....	jar	111.3	115.1	115.1	146.1	146.7	146.7	24.1
Peaches, 20 oz.....	tin	101.5	105.1	106.1	142.6	142.6	142.6	28.1
Marmalade, orange, 16 oz.....	jar	118.3	128.9	128.9	142.1	141.4	141.4	19.2
Corn syrup, 2 lb.....	tin	138.0	158.2	157.7	178.7	178.1	177.5	30.4
Sugar, granulated.....	lb.	132.3	132.3	132.3	150.8	150.8	150.8	9.8
Sugar, yellow.....	lb.	131.3	134.9	134.9	155.6	155.6	155.6	9.8
Coffee.....	lb.	141.6	131.4	131.7	189.1	189.6	195.3	66.0
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	131.6	176.5	176.9	176.9	52.0

*Descriptions and units of sale apply to October, 1949 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hook-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	73.4	67.3	63.0	51.2	.....	.....	64.0	68.3	56.3	73.4
Nova Scotia—			b							
2—Halifax.....	72.5	66.8	61.0	47.3	46.2	.....	66.2	66.6	51.3	70.0
3—New Glasgow.....	76.3	71.0	70.0	50.3	49.2	.....	64.2	68.9	58.2	76.1
4—Sydney.....	80.7	72.9	64.2	55.5	50.1	.....	64.3	70.8	52.7	73.0
5—Truro.....	69.2	63.5	.....	.....	.....	.....	.....	67.0	.....	74.2
New Brunswick—										
6—Fredericton.....	72.1	64.9	61.3	45.8	42.8	51.8	63.4	60.9	44.0	72.7
7—Moncton.....	72.6	67.7	67.4	47.5	43.1	.....	68.1	67.7	50.6	74.9
8—Saint John.....	74.8	69.1	62.8	47.1	43.9	50.0	66.7	67.5	49.8	72.0
Quebec—										
9—Chicoutimi.....	75.0	72.7	64.7	48.8	40.0	.....	.....	57.4	51.2	80.0
10—Hull.....	65.6	63.8	59.3	46.8	43.6	48.2	68.0	59.9	47.1	68.0
11—Montreal.....	77.0	72.1	69.7	45.5	42.1	49.5	68.6	61.7	49.6	71.7
12—Quebec.....	75.2	70.3	66.2	43.9	40.7	56.7	66.1	54.7	46.5	66.9
13—St. Hyacinthe.....	68.0	62.6	61.0	41.0	33.5	.....	.....	60.0	45.4	74.2
14—St. Johns.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
15—Sherbrooke.....	78.9	72.2	66.5	47.6	39.0	55.8	67.0	61.7	49.1	70.0
16—Sorel.....	69.7	65.4	66.3	39.7	41.1	.....	.....	62.6	48.0	70.8
17—Thetford Mines.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18—Three Rivers.....	78.6	69.9	61.9	43.4	38.1	.....	.....	59.3	47.5	71.5
Ontario—										
19—Belleville.....	69.5	69.0	67.5	50.3	47.0	.....	69.7	63.3	48.4	70.2
20—Brantford.....	72.1	68.2	65.9	50.8	46.4	52.2	70.0	68.1	48.7	71.2
21—Brockville.....	74.0	71.9	68.0	48.3	49.4	.....	71.3	71.1	55.5	75.1
22—Chatham.....	71.0	69.6	69.4	49.6	47.2	.....	76.0	71.6	54.4	72.9
23—Cornwall.....	70.3	68.7	66.4	48.8	50.2	.....	67.7	66.8	51.8	72.7
24—Fort William.....	69.7	65.8	67.7	50.5	47.8	.....	.....	70.1	60.0	79.6
25—Galt.....	71.0	67.3	64.3	50.3	46.7	.....	.....	68.3	50.0	72.0
26—Guelph.....	71.6	68.8	67.8	52.0	50.1	55.6	71.4	65.8	45.3	68.6
27—Hamilton.....	72.7	69.7	69.1	50.3	48.3	58.2	72.1	67.1	45.4	70.6
28—Kingston.....	67.8	65.9	62.2	47.5	45.1	.....	66.7	65.5	44.2	69.2
29—Kitchener.....	71.5	69.7	66.2	49.7	47.9	55.2	71.2	67.4	48.5	72.4
30—London.....	71.6	70.1	65.4	50.1	46.8	52.0	71.5	67.9	46.1	71.3
31—Niagara Falls.....	69.9	67.0	65.2	50.3	49.2	.....	72.4	67.3	48.0	71.1
32—North Bay.....	70.4	69.0	67.3	48.4	48.3	.....	.....	68.0	48.0	72.5
33—Oshawa.....	69.8	68.1	66.4	49.7	46.4	48.0	.....	67.7	45.0	67.8

COAL AND RENTALS BY CITIES, OCTOBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—										
1—Charlottetown.....	25·6	32·6	69·0	16·0	64·6	33·5	10·7	7·7	9·6	16·4
Nova Scotia—										
2—Halifax.....	26·9	32·5	76·2	19·0	65·8	31·3	11·2	7·7	11·3	15·9
3—New Glasgow.....	24·9	31·9	77·0	19·0	65·2	32·4	12·0	.....	10·4	16·4
4—Sydney.....	24·4	30·9	79·1	20·0	65·4	32·0	10·0	7·2	10·3	16·5
5—Truro.....	25·1	31·8	74·6	18·0	64·5	33·1	12·0	7·7	9·8	15·5
New Brunswick—										
6—Fredericton.....	24·6	32·0	77·3	17·0	65·0	31·7	11·3	7·7	8·6	15·3
7—Moncton.....	25·7	31·9	78·2	17·0	64·5	31·6	11·3	7·9	10·2	15·7
8—Saint John.....	25·3	32·0	76·2	18·0	65·0	32·1	11·3	7·8	10·0	15·0
Quebec—										
9—Chicoutimi.....	25·7	34·3	73·3	17·0	62·1	32·0	9·3	7·8	.....	16·5
10—Hull.....	23·5	31·6	75·4	18·0	62·4	29·7	10·0	7·0	10·5	14·3
11—Montreal.....	24·1	32·8	74·7	17·5	62·8	29·7	10·0	7·0	10·4	14·8
12—Quebec.....	24·2	32·1	76·5	17·0	62·5	31·0	9·0	7·0	10·6	14·9
13—St. Hyacinthe.....	22·9	31·8	75·5	16·0	62·5	30·0	8·7	7·1	10·9	14·9
14—St. Johns.....	24·5	31·7	77·6	16·0	63·1	30·7	8·7	7·5	10·4	15·0
15—Sherbrooke.....	23·4	31·5	76·7	17·0	62·6	30·7	10·2	7·4	10·4	15·2
16—Sorel.....	23·5	31·7	72·0	16·0	62·4	29·7	8·7	7·3	10·8	15·0
17—Thetford Mines.....	26·6	31·4	75·8	16·0	62·1	30·8	9·3	7·7	10·3	15·5
18—Three Rivers.....	21·2	31·3	75·7	17·0	60·9	30·6	8·7	7·2	10·2	15·4
Ontario—										
19—Belleville.....	24·5	31·7	67·3	18·0	64·0	29·8	10·0	7·2	9·6	14·7
20—Brantford.....	23·5	31·7	71·5	18·0	63·0	29·1	10·0	7·2	9·7	14·5
21—Brockville.....	23·9	31·9	70·7	18·0	63·2	29·5	10·0	7·2	10·1	14·4
22—Chatham.....	23·8	32·8	67·8	18·0	64·1	29·6	10·0	7·1	10·5	14·7
23—Cornwall.....	24·0	31·3	73·9	18·0	63·4	29·0	10·0	7·1	9·4	13·9
24—Fort William.....	23·7	31·3	78·4	20·0	63·2	31·0	10·7	7·2	9·7	15·0
25—Galt.....	23·7	31·7	65·4	17·0	63·4	29·4	10·0	7·3	9·8	14·7
26—Guelph.....	24·6	32·1	71·6	17·0	63·2	28·7	10·0	6·9	10·3	14·5
27—Hamilton.....	24·3	32·1	71·6	19·0	63·6	29·2	10·0	7·1	10·3	14·6
28—Kingston.....	23·7	32·3	71·5	18·0	62·3	29·5	9·3	7·1	9·9	14·5
29—Kitchener.....	23·9	32·4	67·4	17·0	63·3	29·1	10·0	7·3	9·8	14·2
30—London.....	24·4	32·1	69·6	17·0	63·6	29·5	10·0	7·1	10·2	14·3
31—Niagara Falls.....	24·8	32·2	77·3	19·0	64·4	29·2	9·3	7·2	9·6	14·8
32—North Bay.....	25·3	33·4	81·0	18·0	65·4	30·0	10·3	7·5	11·1	15·4
33—Oshawa.....	23·9	31·8	70·9	18·0	62·8	28·5	10·0	7·1	9·5	15·0

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Beef					Veal, front roll (boneless) per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-on, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast, per lb.	Steving, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	70·6	67·7	67·1	48·9	46·1	50·3	69·7	66·0	52·4	74·9
35—Owen Sound.....	70·6	67·4	67·4	50·6	46·2	.....	67·7	65·9	51·1	68·8
36—Peterborough.....	74·1	71·6	68·5	51·7	49·3	53·0	72·0	69·1	50·6	72·8
37—Port Arthur.....	65·6	63·3	63·3	48·3	47·7	.....	.....	66·4	56·3	78·7
38—St. Catharines.....	70·0	68·0	65·7	50·3	47·0	.....	.....	67·7	47·7	67·3
39—St. Thomas.....	70·9	68·4	65·4	50·5	46·4	50·7	69·5	66·3	47·0	72·5
40—Sarnia.....	68·7	67·4	64·0	49·4	47·0	54·0	70·0	66·3	47·4	70·1
41—Sault Ste. Marie.....	69·6	68·3	64·1	48·7	50·1	.....	68·0	67·7	55·0	74·3
42—Stratford.....	67·4	67·4	65·2	47·2	44·6	.....	.....	65·6	45·0	72·1
43—Sudbury.....	70·9	69·3	64·6	50·4	50·1	.....	69·7	66·4	51·6	71·9
44—Timmins.....	70·8	69·0	65·3	49·7	47·9	53·0	69·5	67·3	53·4	69·7
45—Toronto.....	73·6	69·1	71·3 b	52·3	48·0	55·1	70·3	67·0	44·2	69·6
46—Welland.....	69·1	66·2	60·3	47·9	43·8	.....	.....	67·5	53·8	68·9
47—Windsor.....	69·2	66·6	64·3	48·1	48·9	.....	71·0	65·8	45·4	68·4
48—Woodstock.....	69·5	68·3	65·0	48·0	45·7	.....	67·7	67·3	44·0	72·3
Manitoba—										
49—Brandon.....	68·0	62·7	.....	44·0	44·0	.....	.....	72·3	.....	81·3
50—Winnipeg.....	64·4	58·5	57·3	43·8	43·2	48·7	61·8	67·5	55·0	78·5
Saskatchewan—										
51—Moose Jaw.....	65·3	62·8	65·2	47·0	47·7	49·7	66·0	66·1	49·3	82·1
52—Prince Albert.....	62·3	57·8	59·2	42·0	45·0	48·4	68·3	65·5	50·0	79·5
53—Regina.....	65·1	61·8	60·9	44·4	45·8	52·9	66·0	66·1	52·2	81·9
54—Saskatoon.....	62·6	59·8	60·7	45·0	46·0	53·6	64·7	66·7	53·8	80·3
Alberta—			(b)							
55—Calgary.....	67·8	63·2	65·3	46·0	46·9	49·9	68·3	67·5	57·5	84·4
56—Drumheller.....	67·5	65·7	64·7	48·0	47·7	46·7	.....	73·0	60·0	87·5
57—Edmonton.....	65·5	61·1	62·0	42·8	44·4	51·2	62·1	63·9	50·8	81·1
58—Lethbridge.....	70·3	64·5	65·7	46·0	46·7	54·3	69·3	66·5	52·3	86·8
British Columbia—										
59—Nanaimo.....	78·4	72·4	73·0	53·0	52·5	.....	73·5	78·3	60·0	90·2
60—New Westminster.....	72·0	66·1	67·0	49·3	50·4	54·3	67·5	72·5	54·8	84·7
61—Prince Rupert.....	79·4	73·6	80·3	49·0	48·7	.....	76·7	74·0	60·0	92·0
62—Trail.....	74·9	71·2	72·7	49·8	52·0	.....	75·2	76·2	66·0	85·7
63—Vancouver.....	77·8	69·9	72·6	50·5	52·6	60·9	70·7	74·7	58·9	84·9
64—Victoria.....	77·8	70·7	70·9	51·7	52·2	61·0	72·4	76·4	56·0	85·5

COAL AND RENTALS BY CITIES, OCTOBER, 1949

Locality	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" large, per dozen	Milk, per quart	Butter, creamery, prints per lb.	Cheese, plain, mild, per 4 lb. package	Bread, plain, white, wrapped, per lb.	Flour, first grade, per lb.	Rolled oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	24·7	32·2	76·9	18·0	64·2	30·0	10·0	7·3	10·0	14·3
35—Owen Sound.....	24·0	32·2	67·3	18·0	62·6	29·0	10·0	7·2	9·2	14·8
36—Peterborough.....	23·7	31·8	72·2	18·0	63·0	29·5	10·0	7·3	10·1	14·1
37—Port Arthur.....	24·6	31·1	80·1	20·0	63·1	30·6	10·7	7·2	9·2	15·1
38—St. Catharines.....	23·6	31·5	74·1	19·0	63·8	29·1	9·3	7·0	9·9	14·3
39—St. Thomas.....	24·3	31·7	69·9	18·0	64·2	30·3	10·0	7·3	9·9	14·5
40—Sarnia.....	24·6	32·3	69·5	18·0	64·4	30·0	10·0	7·3	10·2	14·8
41—Sault Ste. Marie.....	23·4	30·7	80·0	20·0	64·3	30·0	10·7	7·3	10·0	14·7
42—Stratford.....	24·7	32·5	67·3	18·0	62·8	30·0	10·0	6·8	10·0	14·9
43—Sudbury.....	24·7	32·4	79·4	20·0	65·3	29·9	10·7	7·6	10·5	15·2
44—Timmins.....	24·6	32·3	77·1	20·0	63·8	30·0	11·3	7·6	10·4	14·9
45—Toronto.....	24·6	31·6	72·0	19·0	63·4	28·4	10·0	7·1	9·8	14·1
46—Welland.....	24·5	32·2	73·0	19·0	63·9	29·4	10·7	7·0	9·6	14·1
47—Windsor.....	23·9	31·7	72·4	18·0	63·5	29·3	10·0	7·3	10·0	14·5
48—Woodstock.....	24·7	31·8	65·2	17·5	63·8	29·6	10·0	6·6	9·3	14·9
Manitoba—										
49—Brandon.....	24·3	33·0	71·0	16·0	61·4	31·0	10·7	7·3	8·3	15·6
50—Winnipeg.....	23·6	31·8	73·8	17·0	61·7	30·2	11·0	7·0	9·5	14·9
Saskatchewan—										
51—Moose Jaw.....	25·8	32·6	65·4	18·0	61·0	30·4	11·2	7·1	9·5	15·1
52—Prince Albert.....	25·3	32·3	73·0	17·0	61·7	29·5	9·6	7·4	8·7	14·7
53—Regina.....	25·1	34·6	67·7	17·0	60·1	30·4	11·2	7·3	8·5	15·1
54—Saskatoon.....	24·3	33·2	66·8	17·0	61·0	29·5	10·4	7·1	8·6	14·7
Alberta—										
55—Calgary.....	25·5	33·6	68·5	18·0	63·0	29·5	10·4	7·2	8·6	15·0
56—Drumheller.....	25·6	34·7	70·7	20·0	64·7	30·2	11·2	7·4	10·3	15·4
57—Edmonton.....	25·2	34·1	65·7	17·0	62·9	29·9	10·4	7·1	9·0	14·5
58—Lethbridge.....	25·3	33·9	71·7	18·0	62·9	30·7	11·2	7·2	9·3	14·6
British Columbia—										
59—Nanaimo.....	27·9	32·2	72·4	20·0	65·1	31·5	12·5	7·4	9·8	15·3
60—New Westminster.....	26·8	30·3	70·4	17·0	64·1	29·9	11·7	7·3	9·5	14·8
61—Prince Rupert.....	27·2	30·8	82·2	25·0	65·4	33·5	14·0	7·9	10·9	16·1
62—Trail.....	27·2	34·6	78·0	20·0	64·4	31·1	13·0	7·4	9·2	15·4
63—Vancouver.....	27·1	30·4	71·1	17·0	63·7	30·4	12·8	7·2	9·4	14·7
64—Victoria.....	28·1	30·7	72·2	19·0	64·2	30·6	12·8	7·6	9·7	15·1

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 24's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
P.E.I.—											
1—Charlottetown.....	23.2	18.2	22.5	13.9	7.9	26.3	20.5	20.2	39.0	66.0	49.5
Nova Scotia—											
2—Halifax.....	23.2	18.1	21.3	13.7	7.4	27.3	22.1	18.5	34.1	51.5	47.9
3—New Glasgow.....	23.7	17.0	21.7	12.7	7.5	28.8	21.7	.....	35.7	59.0	50.2
4—Sydney.....	21.1	18.3	22.4	12.9	8.0	28.8	21.1	19.8	39.0	57.3	47.5
5—Truro.....	22.4	17.2	20.8	12.9	6.5	26.0	23.1	20.6	35.0	57.9	50.1
New Brunswick—											
6—Fredericton.....	20.9	19.4	21.9	13.7	7.1	25.6	21.6	19.3	37.5	54.6	49.3
7—Moncton.....	22.0	18.7	23.0	13.4	7.7	26.7	21.3	20.7	37.9	56.0	49.6
8—Saint John.....	20.2	16.8	20.8	13.9	8.0	25.9	21.2	20.2	37.2	54.6	48.0
Quebec—											
9—Chicoutimi.....	17.9	20.0	21.9	13.1	9.9	33.0	.....	23.8	40.5	56.3	56.3
10—Hull.....	17.0	16.9	19.4	12.7	8.3	31.8	20.9	20.1	.....	46.1	44.8
11—Montreal.....	16.1	16.5	18.7	13.1	8.0	27.7	22.4	20.1	35.4	43.4	45.8
12—Quebec.....	16.2	17.8	19.7	12.3	8.5	27.1	21.4	19.7	35.2	44.1	48.8
13—St. Hyacinthe.....	16.7	18.3	20.1	11.9	9.0	25.5	19.7	17.9	35.6	47.1	47.2
14—St. Johns.....	16.7	18.4	19.5	12.9	8.4	26.8	20.7	18.8	35.0	46.2	44.0
15—Sherbrooke.....	17.2	16.9	19.8	13.0	7.7	25.4	23.5	20.0	35.6	46.9	46.9
16—Sorel.....	17.7	17.7	20.7	12.7	10.1	28.2	21.4	20.0	33.5	47.9	45.6
17—Thetford Mines.....	17.7	17.7	21.1	13.0	9.2	25.8	20.7	18.1	41.5	52.0	48.9
18—Three Rivers.....	17.3	16.9	20.1	12.2	8.3	25.2	19.6	20.7	33.0	45.9	46.8
Ontario—											
19—Belleville.....	19.1	17.1	20.3	12.5	7.7	30.8	.....	18.2	28.0	42.7	45.7
20—Brantford.....	20.6	16.4	20.3	12.9	7.4	35.3	21.7	18.3	33.7	47.2	44.0
21—Brockville.....	19.0	17.7	21.1	14.1	8.0	35.6	20.0	17.7	31.5	45.4	46.3
22—Chatham.....	20.1	16.8	20.3	11.1	7.2	28.6	.....	18.5	31.3	40.6	46.8
23—Cornwall.....	18.3	16.5	19.6	12.3	8.5	30.4	20.0	19.4	.....	41.7	47.2
24—Fort William.....	18.4	16.6	20.3	13.1	7.8	34.1	21.2	21.4	31.6	49.0	48.0
25—Galt.....	18.4	17.1	18.9	13.5	8.1	34.8	22.2	18.8	33.0	43.9	44.4
26—Guelph.....	20.0	16.3	20.1	12.7	6.7	33.2	20.7	18.3	33.6	44.0	44.6
27—Hamilton.....	19.7	16.1	19.8	13.2	7.5	34.8	23.9	18.5	32.3	46.3	44.3
28—Kingston.....	17.9	16.6	20.2	13.7	7.6	31.6	21.2	18.3	34.5	43.0	45.7
29—Kitchener.....	19.3	18.5	20.5	13.2	7.4	32.8	21.8	18.5	33.8	42.5	45.5
30—London.....	18.8	17.8	20.3	12.7	6.8	29.4	21.6	17.1	34.3	48.2	43.5
31—Niagara Falls.....	18.7	17.9	19.3	13.6	7.0	32.0	.....	18.4	34.3	46.1	46.3
32—North Bay.....	19.7	17.7	21.6	12.9	7.9	39.3	.....	20.7	32.0	48.3	50.0
33—Oshawa.....	18.0	17.4	20.0	13.0	7.8	30.2	.....	19.0	34.3	49.6	44.7

COAL AND RENTALS BY CITIES, OCTOBER, 1949

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
P.E.I.—										
1—Charlottetown.....	28.9	38.9	35.9	9.6	9.4	72.4	50.2	.....	15.37	.....
Nova Scotia—										
2—Halifax.....	29.6	40.1	32.6	9.4	9.4	70.5	49.9	.....	16.75	29.00-33.00
3—New Glasgow.....	29.3	44.2	34.2	9.8	9.8	74.4	50.4	.....	.....	16.00-20.00
4—Sydney.....	29.6	42.1	33.1	10.1	10.0	72.1	50.8	.....	10.85	20.50-24.50
5—Truro.....	28.4	40.6	33.1	9.3	9.4	73.0	52.3	.....	15.25	.....
New Brunswick—										
6—Fredericton.....	28.7	43.3	32.7	9.7	9.6	71.5	50.0	.....	16.45	21.00-25.00
7—Moncton.....	29.0	42.5	31.7	9.9	9.9	69.4	50.0	.....	16.13	.....
8—Saint John.....	28.5	38.7	31.9	9.7	9.5	71.2	50.8	.....	17.57 ^(c)	22.50-26.50
Quebec—										
9—Chicoutimi.....	33.4	41.3	36.8	10.0	9.7	75.8	54.3	24.50	.....	.....
10—Hull.....	26.2	38.4	28.9	9.3	9.3	65.0	53.7	24.25	.....	.....
11—Montreal.....	27.1	39.2	28.7	9.0	9.4	68.7	53.1	24.50	.....	25.00-29.00
12—Quebec.....	29.9	42.3	30.7	9.0	9.0	66.5	53.3	21.50	.....	29.50-33.50
13—St. Hyacinthe.....	27.5	38.3	30.2	9.0	8.9	62.5	53.5	24.25	.....	.....
14—St. Johns.....	28.6	39.4	30.6	9.0	9.0	70.2	52.3	23.00	.....	.....
15—Sherbrooke.....	29.0	39.8	29.5	9.0	9.0	67.0	53.4	24.50	.....	22.50-26.50
16—Sorel.....	30.0	41.0	30.7	9.0	8.7	68.1	52.9	24.00	.....	.....
17—Thetford Mines.....	28.9	38.1	31.3	9.0	8.9	68.9	52.9	23.50	.....	.....
18—Three Rivers.....	26.2	39.1	30.5	9.1	8.9	68.5	53.3	22.00	.....	.....
Ontario—										
19—Belleville.....	28.5	34.6	28.7	9.7	9.6	67.3	52.7	23.50	.....	.....
20—Brantford.....	26.8	35.1	28.0	9.8	9.7	64.7	52.5	23.50	.....	23.50-27.50
21—Brockville.....	28.9	37.0	29.1	9.5	9.5	65.5	52.3	24.00	.....	.....
22—Chatham.....	28.0	37.0	28.4	9.7	9.9	66.6	53.5	24.00	.....	.....
23—Cornwall.....	29.5	39.3	28.7	9.1	9.1	62.8	51.7	25.75	.....	.....
24—Fort William.....	26.2	40.7	30.3	10.0	10.1	62.3	51.3	.....	24.20	29.50-33.50
25—Galt.....	26.7	32.0	27.8	9.9	9.8	65.9	53.7	24.00	.....	.....
26—Guelph.....	27.4	34.8	28.0	9.7	9.7	64.3	53.5	23.60	.....	.....
27—Hamilton.....	25.1	33.3	28.1	9.3	9.5	65.5	53.0	22.13	.....	30.50-34.50
28—Kingston.....	29.4	36.6	28.6	9.3	9.2	67.4	52.4	24.00	.....	34.00-38.00
29—Kitchener.....	27.1	35.2	27.1	9.9	9.8	59.6	54.1	23.50	.....	31.00-35.00
30—London.....	27.7	33.8	28.2	9.8	9.6	62.5	52.1	24.00	.....	29.00-33.00
31—Niagara Falls.....	25.4	35.0	28.5	9.6	9.6	63.2	53.2	20.63	.....	.....
32—North Bay.....	27.7	36.8	30.7	10.0	9.9	73.5	53.2	24.00	.....	.....
33—Oshawa.....	26.1	34.5	27.6	9.5	9.3	66.4	54.0	23.75	.....	.....

TABLE F-4.—RETAIL PRICES OF STAPLE FOODS,

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, per 10 lbs.	Prunes, bulk, per lb.	Raisins, seedless, bulk, per lb.	Oranges, per dozen	Lemons, per dozen	Jam, strawberry, per 32 oz. jar
	Tomatoes, choice, 2½ s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
34—Ottawa.....	17·0	17·6	19·9	12·7	8·1	32·3	23·2	20·4	35·0	48·6	45·3
35—Owen Sound.....	20·2	16·4	20·7	13·4	6·6	33·4	18·7	18·4	35·0	42·3	46·6
36—Peterborough.....	17·9	16·4	19·6	12·7	7·8	31·0	22·5	18·0	32·5	40·0	46·9
37—Port Arthur.....	18·4	17·7	20·3	13·2	8·1	33·9	23·2	22·4	29·0	51·7	49·0
38—St. Catharines.....	19·4	17·5	20·0	12·9	7·6	31·7	22·7	17·4	33·4	51·3	45·0
39—St. Thomas.....	20·0	18·7	21·1	11·8	7·2	29·5	23·4	18·7	31·0	41·6	46·0
40—Sarnia.....	21·1	18·4	20·9	13·3	7·3	29·0	20·7	17·9	29·0	42·6	46·8
41—Sault Ste. Marie.....	20·4	16·7	20·4	12·6	8·1	34·5	22·8	19·9	30·7	44·1	47·4
42—Stratford.....	21·1	17·4	20·5	12·9	7·8	30·4	22·0	17·8	33·1	43·0	45·9
43—Sudbury.....	18·5	16·0	20·3	13·2	8·4	35·2	20·9	19·1	32·6	49·9	48·3
44—Timmins.....	18·3	16·0	20·8	15·5	8·0	37·7	21·5	20·3	36·4	46·3	47·8
45—Toronto.....	18·1	16·0	19·3	13·4	7·6	33·7	22·3	18·2	34·0	44·7	43·2
46—Welland.....	18·2	16·0	19·7	13·3	7·2	32·3	21·7	18·1	34·0	46·9	44·7
47—Windsor.....	19·1	18·0	20·0	12·2	6·7	26·3	23·2	19·3	37·0	44·0	45·6
48—Woodstock.....	19·6	17·1	19·7	12·2	7·3	28·0	22·6	16·9	33·0	47·1	44·7
Manitoba—											
49—Brandon.....	21·8	19·2	21·0	15·7	8·4	40·3	20·5	20·0	34·5	55·1	.....
50—Winnipeg.....	19·5	18·2	20·4	14·4	6·6	33·9	21·0	20·1	38·4	49·4	57·3
Saskatchewan—											
51—Moose Jaw.....	21·9	19·3	21·5	14·6	7·5	41·0	22·4	19·4	39·0	59·8	.....
52—Prince Albert.....	23·8	18·4	22·0	14·5	9·3	41·1	21·7	20·7	42·8	59·2	.....
53—Regina.....	22·1	19·6	21·7	14·1	7·7	41·3	22·7	20·7	35·7	49·4	59·1
54—Saskatoon.....	22·2	17·3	21·1	13·7	8·0	34·7	23·0	19·8	36·3	55·5	.....
Alberta—											
55—Calgary.....	23·0	16·5	20·9	14·1	8·1	48·8	21·4	20·3	32·8	55·3	54·0
56—Drumheller.....	.....	17·4	21·0	14·4	8·4	51·4	21·5	20·9	28·7	58·0	56·6
57—Edmonton.....	23·1	17·8	21·8	14·0	8·1	45·4	21·1	19·8	33·6	53·8	55·2
58—Lethbridge.....	22·9	17·0	19·9	13·3	7·9	41·0	23·5	20·3	30·0	58·7	53·7
British Columbia—											
59—Nanaimo.....	23·5	18·6	23·4	15·5	8·0	46·6	23·1	17·6	31·7	47·9	49·7
60—New Westminster.....	22·3	17·9	23·0	14·7	7·1	40·4	19·9	18·4	27·0	45·1	48·0
61—Prince Rupert.....	26·2	21·6	25·0	16·6	8·6	49·9	23·9	20·3	.....	50·1	52·7
62—Trail.....	26·5	20·1	21·7	17·7	8·3	45·4	23·4	21·8	30·5	57·4	55·7
63—Vancouver.....	21·8	16·9	22·3	14·4	7·3	43·5	21·8	19·3	28·7	38·4	50·0
64—Victoria.....	24·7	18·8	22·7	14·5	8·3	42·5	21·3	20·0	39·0	42·1	49·5

COAL AND RENTALS BY CITIES, OCTOBER, 1949

Locality	Peaches, choice, per 20 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium, per ½ lb. package	Coal		Rent (a)
				Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$
34—Ottawa.....	26·7	37·6	28·4	9·2	9·3	61·9	52·4	24.25	.....	34.00-38.00
35—Owen Sound.....	27·9	33·7	28·8	9·9	9·9	69·8	53·1	24.00	.....	.....
36—Peterborough.....	27·9	37·1	27·7	9·5	9·4	65·7	51·8	24.25	.....	.....
37—Port Arthur.....	27·2	42·7	30·0	10·1	10·0	61·0	51·4	.....	24.20	25.00-29.00
38—St. Catharines.....	24·8	32·4	27·0	9·5	9·2	63·4	52·7	23.75	.....	29.50-33.50
39—St. Thomas.....	28·7	38·3	28·7	9·9	9·9	65·9	53·4	24.00	.....	.....
40—Sarnia.....	28·5	37·9	29·1	10·1	10·1	64·9	52·9	22.00	.....	.....
41—Sault Ste. Marie.....	27·9	37·4	30·6	10·0	9·7	60·8	52·9	22.00	.....	.....
42—Stratford.....	28·5	35·8	29·6	9·9	9·9	67·7	52·6	23.50	.....	.....
43—Sudbury.....	28·9	38·1	30·8	9·9	9·8	63·7	53·3	24.75	.....	32.00-36.00
44—Timmins.....	28·7	40·3	31·2	10·1	9·9	62·4	52·6	.....	.....	31.50-35.50
45—Toronto.....	26·7	36·0	26·7	9·4	9·3	66·3	52·0	22.65	.....	36.00-40.00
46—Welland.....	25·2	32·5	29·0	9·5	9·5	63·3	52·2	22.50	.....	.....
47—Windsor.....	26·7	34·1	28·7	9·8	9·8	64·7	52·3	23.50	.....	27.50-31.50
48—Woodstock.....	27·8	36·0	27·7	9·9	9·9	66·3	52·0	24.00	.....	.....
Manitoba—										
49—Brandon.....	29·0	41·4	32·7	11·2	11·2	66·1	51·3	.....	16.25	23.50-27.50
50—Winnipeg.....	27·2	39·9	29·7	10·7	10·7	58·8	49·9	.....	17.45	30.00-34.00
Saskatchewan—										
51—Moose Jaw.....	29·6	41·3	33·3	11·2	11·2	64·4	49·6	.....	14.50	.....
52—Prince Albert.....	29·4	44·3	33·0	11·3	11·3	67·6	51·2	.....	14.75	.....
53—Regina.....	27·7	41·5	32·5	10·9	11·6	66·7	54·3	.....	15.33	31.00-35.00
54—Saskatoon.....	28·6	42·6	33·1	11·0	11·4	64·2	50·6	.....	14.90	24.50-28.50
Alberta—										
55—Calgary.....	27·6	40·7	33·3	10·5	11·0	62·7	49·7	.....	12.40	28.50-32.50
56—Drumheller.....	30·7	45·7	35·4	11·0	11·6	67·0	49·7	.....	.....	23.50-27.50
57—Edmonton.....	27·7	40·0	31·9	10·6	11·4	64·0	50·1	.....	8.20	27.00-31.00
58—Lethbridge.....	28·0	42·3	32·3	10·1	10·9	61·3	50·5	.....	8.35	.....
British Columbia—										
59—Nanaimo.....	28·5	37·6	29·7	9·9	10·6	66·7	50·1	.....	.....	.....
60—New Westminster.....	26·7	33·7	30·0	9·1	9·3	60·1	50·7	.....	17.27	22.00-26.00
61—Prince Rupert.....	31·3	37·2	34·2	10·4	10·4	67·7	51·1	.....	19.25	21.00-25.00
62—Trail.....	29·4	40·8	33·0	10·0	10·4	63·4	51·3	.....	15.63	.....
63—Vancouver.....	27·3	33·5	29·3	9·3	9·3	61·6	49·5	.....	17.04	27.50-31.50
64—Victoria.....	28·2	36·3	29·7	10·0	10·0	62·8	50·3	.....	18.75	23.50-27.50

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc., occur from time to time. (a) Rental ranges shown above are indicative of prevailing rents being paid. They should not be used as a measure of change in rents paid for the same quality of living accommodation over long periods of time. (b) Averages include prices for cuts with bone-in (c) Revised price.

TABLE F-3.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS
(1926—100)

	1913	1918	1920	1922	1929	1933	1939	1941	1945	1947	1948	Sept. 1948	July 1949	Aug. 1949	Sept. 1949
All commodities.	64.0	127.4	155.9	97.3	95.6	67.1	75.4	90.0	103.6	129.1	153.4	158.4	156.6	155.5	155.4
Classified According to Chief Component Material—															
I. Vegetable Products.....	58.1	127.9	167.0	86.2	91.6	59.3	63.7	77.0	97.0	115.1	135.4	138.5	144.1	142.1	141.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	109.0	59.4	74.6	92.1	107.9	131.8	168.7	178.4	169.2	167.8	166.8
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	91.3	69.7	70.0	91.0	91.8	128.8	157.0	159.9	161.2	160.2	159.9
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	93.9	62.8	79.2	96.0	120.0	163.4	186.2	189.3	184.5	182.2	181.7
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	93.7	85.4	98.5	111.3	117.1	137.9	159.2	165.1	171.4	170.9	171.8
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	99.2	64.3	71.3	77.7	79.8	124.4	149.6	159.4	139.6	134.2	133.3
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	92.9	84.4	85.3	95.2	102.0	114.5	133.5	137.1	134.2	133.6	134.0
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	95.4	81.3	79.8	98.9	99.4	107.9	120.1	126.9	121.9	122.2	121.1
Classified According to Purpose—															
I. Consumers' Goods.....	62.0	102.7	136.1	96.9	94.7	71.1	75.9	91.1	98.1	117.3	140.8	143.8	145.0	143.2	142.6
Food, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	100.0	63.8	73.9	89.5	103.4	122.4	152.3	155.4	159.0	155.7	154.6
Other Consumers' Goods.....	62.2	91.9	126.3	101.4	91.1	76.0	77.2	92.2	94.6	113.9	133.2	136.1	135.6	134.8	134.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	96.1	63.1	70.4	83.6	100.7	129.3	153.9	161.7	156.5	156.2	156.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	94.6	86.0	95.4	105.7	119.1	133.1	155.7	161.9	157.5	156.1	156.1
Producers' Materials.....	69.1	139.0	171.0	98.2	96.3	60.5	67.6	81.1	98.7	128.9	153.7	161.7	156.4	156.2	156.6
Building and Construction Materials.....	67.0	100.7	144.0	108.7	99.0	78.3	89.7	107.3	127.3	166.4	195.7	200.2	200.7	197.6	197.6
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	95.9	57.5	63.9	76.6	93.8	122.5	146.6	155.2	148.9	149.1	149.7
Classified According to Degree of Manufacture—															
I. All Raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.5	56.6	67.5	81.8	105.6	130.7	156.2	162.8	160.8	158.5	158.4
II. All Manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	93.0	70.2	75.3	88.8	94.0	117.4	140.3	143.8	142.1	142.3	141.8
Canada.....															
Field.....	56.4	132.0	166.5	81.4	63.8	45.8	54.2	59.0	110.1	126.4	133.0	126.6	130.7	123.0	123.0
Animal.....	77.0	132.6	150.8	99.0	112.5	59.7	81.2	93.9	123.0	143.9	177.6	183.7	184.6	183.7	184.6
Total.....	64.1	132.6	160.6	88.0	100.8	51.0	64.3	72.8	114.9	132.9	149.7	149.7	150.9	146.0	145.7

The indexes for 1949 are subject to revision.

TABLE F-6.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country	Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labor Statistics	Cost of Living, Mexico City	Interim Retail Prices, Ministry of Labour	Interim Retail Prices	Retail Price Index, Statistique Générale	Cost of Living	Cost of Living	Cost of Living, Federal Labour Department	Cost of Living	Cost of Living, Census and Statistics Office	Cost of Living, Commonwealth Statistician	Retail Price Index, Government Statistician
Localities:													
Base Period:	1935-39	1935-39	1939	June, 1947	Aug., 1947	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39—1000	Dec. 1942—1000
	(a)	(b)		(b)	(l)			(k)	(c)			(d)	(e)
1913.....	79.1	70.7		(g)					100		81.4		628
1914.....	79.1	71.8		(g)				107.5			85.5		676
1915.....	80.7	72.5		(g)				122.5			85.5		724
1916.....	87.0	77.9		(g)				141.7			90.8		789
1917.....	102.4	91.6		(g)				154.7			99.6		789
1918.....	115.6	107.5		(g)				158.5			106.4		850
1919.....	126.5	123.8		(g)				168.2			117.7		912
1920.....	145.4	143.0		(g)				185.2			145.8		1019
1921.....	129.9	127.7		(g)				158.2			132.0		1034
1922.....	120.4	119.7		(g)				160.3			110.1		962
1926.....	121.8	126.4		(g)				162.1			106.3		1010
1929.....	121.7	122.5		(g)				161.1			106.6		1004
1933.....	94.4	92.4		(g)				131.1			83.2		795
1939.....	101.5	99.4	100.0	(g)				107.5			89.9		990
1940.....	105.6	100.2	100.7	(g)				122.5			103.4		1035
1941.....	111.7	105.2	104.4	(g)				141.7			108.2		1035
1942.....	117.0	116.5	121.0	(g)				154.7			111.1		1073
1943.....	118.4	123.6	158.5	(g)				168.2			124.4		1002
1944.....	118.9	125.5	199.1	(g)				158.2			129.4		1003
1945.....	119.5	128.4	213.5	(g)				160.3			127.0		1003
1946.....	123.6	139.3	266.7	(g)				160.3			132.2		1008
1947.....	135.5	159.2	300.3	(g)				160.3			134.1		1039
1948.....	155.0	171.2	318.9	(g)				162.1			147.8		1105
1948—November.....	159.6	172.2	327.1	(g)				162.1			151.3		1107
1949—December.....	158.9	171.4	325.7	(g)				175.2			150.2		1107
1949—January.....	159.6	170.9	324.9	(g)				175.2			151.2		1107
1949—February.....	159.5	169.0	325.9	(g)				175.3			151.7		(n)
1949—March.....	159.2	169.5	327.9	(g)				175.3			152.0		1000
1949—April.....	159.3	169.7	329.6	(g)				175.4			152.9		1000
1949—May.....	159.5	169.2	333.0	(g)				175.5			154.2		1002
1949—June.....	160.5	169.6	333.3	(g)				175.5			154.7		1002
1949—July.....	162.8	168.5	341.0	(g)				175.8			155.2		1002
1949—August.....	162.8	168.5	341.0	(g)				175.8			155.2		1002
1949—September.....	162.3	168.5	341.0	(g)				175.8			155.2		1002
1949—October.....	162.2	168.5	341.0	(g)				175.8			155.2		1002

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) Years 1914-42 on base 1925-30-1000. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Years 1914-47 on base July, 1914-100. 1947 average is for first half of year. (j) New series on June, 1947 base. (k) Revised index. (l) Annual averages are on base July, 1914-100. (m) Average June-December. (n) New index, base 1st quarter of 1949-1000.

G—Strikes and Lockouts

TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-OCTOBER, 1948-1949†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Estimated Working Time
1949*						
January.....	10‡	10	1,811‡	1,811	9,700	0.01
February.....	6	9	6,711	7,235	71,732	0.09
March.....	8	10	1,228	5,978	135,725	0.17
April.....	9	18	785	7,877	139,500	0.17
May.....	15	23	4,028	10,540	174,150	0.22
June.....	15	27	4,138	11,359	141,084	0.18
July.....	10	18	7,336	12,501	57,744	0.07
August.....	14	19	3,390	4,541	35,451	0.04
September.....	11	22	6,171	8,211	66,580	0.08
October.....	13	19	10,383	16,008	69,479	0.09
Cumulative totals.....	111		45,981		901,145	0.11
1948						
January.....	19‡	19	12,729‡	12,729	135,835	0.17
February.....	8	14	1,858	11,058	140,130	0.17
March.....	9	15	1,360	3,845	57,133	0.07
April.....	12	18	2,152	4,678	51,269	0.06
May.....	13	22	1,157	3,204	39,754	0.05
June.....	16	29	2,048	3,804	34,337	0.04
July.....	13	26	6,368	8,338	77,588	0.10
August.....	18	31	2,046	7,617	110,625	0.14
September.....	18	31	6,296	11,619	112,759	0.14
October.....	10	22	2,638	7,908	88,598	0.11
Cumulative totals.....	136		38,652		848,028	0.11

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to October, 1949				
FISHING AND TRAPPING— Salmon fishermen, tender- men, etc., British Columbia.	.....	4,500	4,500	Commenced September 26; for in- creased prices for fish; terminated October 1; negotiations; compro- mise.
MANUFACTURING— Tobacco and Liquors— Soft drink factory workers, Windsor, Ont.	1	86	2,000	Commenced August 5; for a union agreement providing for increased wages, payment for empties, check- off, seniority, etc., following refer- ence to conciliation board; un- terminated.
Printing and Publishing— Lithographers, London, Hamilton, Ottawa, Toronto, Ont., Montreal, P.Q.	41	(3) 859	(3) 16,000	Commenced June 29; for a new agree- ment providing for increased wages, reduced hours, insurance and wel- fare plan, etc., following reference to conciliation board; un-terminated
Non-Metallic Minerals, Chemi- cals, etc.— Chemical factory workers, Bishopric, Sask.	1	35	350	Commenced August 11; for a new agreement providing for increased wages; terminated October 15; negotiations, and return of workers pending reference to arbitration board; indefinite.
TRANSPORTATION— Electric Railways and Local Bus Lines— Bus drivers, mechanics, etc. Saint John's, Nfld.	1	80	2,000	Commenced September 23; for time and one-half for overtime and against dismissal of president of union; un-terminated.
TRADE— Department store clerks, New Westminster, B.C.	1	65	1,400	Commenced August 27; for a union agreement providing for increased wages and other changes, as re- commended by majority report of conciliation board; un-terminated
Strikes and Lockouts Commencing During October, 1949				
MINING— Gold miners and mill workers, Hedley, B.C.	1	150	675	Commenced October 25; for a new agreement providing for increased wages, reduced hours, union shop, payment for statutory holidays, and sickness and pension plan, following reference to conciliation board; terminated October 29; negotiations; compromise, increase in wages granted.
Coal miners, loaders, New Waterford, N.S.	1	17	17	Commenced October 26; dispute over preparation of working place and payment for resulting time lost; terminated October 27; return of workers pending settlement; in- definite.
MANUFACTURING— Rubber and Its Products— Tire factory workers, Kitchener, Ont.	1	96	150	Commenced October 4; against dis- missal of a worker for insubordi- nation; terminated October 5; con- ciliation, provincial; compromise, worker suspended for two weeks without pay.
Rubber factory workers, Toronto, Ont.	1	925	12,000	Commenced October 12; for a new agreement providing for increased wages, Rand formula for union dues, pay for two additional statu- tory holidays (one retroactive), following reference to conciliation board; un-terminated.

TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, OCTOBER, 1949 ⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		
Strikes and Lockouts Commencing During October, 1949				
MANUFACTURING— <i>Animal Products—</i> Meat packing plant workers, Hamilton, Ont.	1	152	600	Commenced October 26; for a new agreement providing for certain changes in hours of work, seniority, payment for statutory holidays, etc., as recommended by conciliation board, and wage increase granted to be retroactive to Mar. 1-49; untermiated.
<i>Printing and Publishing—</i> Web pressmen, Toronto, Ont.	1	5	50	Commenced October 18; dispute over placement of pressman on the day shift following discontinuance of the night shift; untermiated.
<i>Metal Products—</i> Electrical apparatus factory workers, Peterborough, Ont.	1	27	27	Commenced October 3; protest against change to hourly rates instead of piece-work, due to moving departments; terminated October 3; return of workers pending settlement; indefinite.
Electrical apparatus factory workers, Peterborough, Ont.	1	3,184	4,500	Commenced October 12; dispute over piece-work rates for 30 girls, following reference to arbitration; terminated October 17; return of workers pending reference to conciliation board; indefinite.
Radiator foundry workers, Plessisville, P.Q.	1	33	260	Commenced October 21; for a new agreement and seniority in re-employment of workers following alleged lockout; untermiated.
Motor vehicle factory work- ers, Oshawa, Ont.	1	5,400	22,000	Commenced October 21, 25, 26; against alleged speed-up and resulting dismissal of four workers following work stoppage on October 21; untermiated.
<i>Non-Metallic Minerals, Chemi- cals, etc.—</i> Vitreous tile factory work- ers, Kingston, Ont.	1	200	50	Commenced October 27; for a new agreement providing for reduced hours with the same take-home pay, union shop, and group insurance plan; terminated October 27; return of workers pending strike vote; indefinite.
<i>Miscellaneous—</i> Outdoor advertising sign workers, Vancouver, B.C.	11	118	2,100	Commenced October 5; for a greater increase in wages than recommend- ed by conciliation board; terminat- ed October 31; further reference to conciliation board; compromise.
TRANSPORTATION— <i>Water—</i> Seamen, Seattle, Wash., U.S.A.	1	76	800	Commenced October 14; for increase in wages to American rates on Pan- American vessels; terminated Octo- ber 26; return of workers pending further negotiations; indefinite.

(1) Preliminary data, based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) Workers involved in Ontario,—569, time loss 11,000 days; workers involved in Quebec—290, time loss 5,000 days.

H—Industrial Accidents

TABLE H-1.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE THIRD QUARTER OF 1949, BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Electricity, Gas, and Water Production and Supply	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
Prime movers (engines, shafting, belts, etc.).....						2		1					3
Working machines.....	2			1	4								7
Hoisting apparatus (elevators, conveyors, etc.).....	1				1	1		2			1		6
Dangerous substances (steam, electricity, flames, explosions, etc.).....	4	1	1	10	10	7	13	2	1		6		55
Striking against or being struck by objects.....	1	2			4	2							9
Falling objects.....	3	21		15	3	2	1	4			2		51
Handling of objects.....													
Tools.....													
Moving trains, vehicles, watercraft, etc.....	18	3	3	6	15	11	4	46	10	1	15		132
Animals.....	2												2
Falls of persons.....	8	1	5	1	8	14		9			6		52
Other causes (industrial diseases, infections, lightning, cave-ins, etc.).....	11	2	1	8	7	9		10	1		3	1	53
Total, third quarter—1949.....	50	30	10	41	52	48	18	74	12	1	33	1	370
Total, third quarter—1948.....	41	33	6	38	80	67	20	73	10		33		401

TABLE H-2.—FATAL INDUSTRIAL ACCIDENTS BY PROVINCES AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1949

INDUSTRY	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....					4	26	4	12	1	3		50
Logging.....					2	3			3	22		30
Fishing and Trapping.....	5			2						3		10
Mining, Non-ferrous Smelting and Quarrying.....			6		5	11	3		13	2	1	41
Manufacturing.....	2		2		13	26	1		4	4		52
Construction.....		2	2	2	10	17	2	2	9	4		48
Electricity, Gas, and Water Production and Supply.....			1	1	4	7	2	1		2		18
Transportation and Public Utilities.....			1	4	19	29		2	8	8	3	74
Trade.....			1			10		1				12
Finance.....						1						1
Service.....			1		7	16	5	1	1	2		33
Unclassified.....					1							1
Total.....	7		14	9	65	146	17	18	39	50	4	370

FUNCTIONS OF THE DEPARTMENT OF LABOUR

The Department of Labour of Canada has functioned for forty-nine years as the agency of the Federal Government charged with the administration of labour legislation. During the war the Department's activities were widely expanded. The functions of the principal branches of the Department and agencies associated with it are—

Industrial Relations.—This Branch of the Department is charged with the administration of (1) The Industrial Relations and Disputes Investigation Act providing for appointment of Conciliation Officers, Conciliation Boards and Industrial Inquiry Commissions by the Minister of Labour; (2) The Conciliation and Labour Act, empowering the Minister to inquire into the causes and circumstances of disputes and take measures toward their settlement; and (3) The Fair Wages and Hours of Labour Act, 1935, governing the application of minimum and prevailing rates of pay to all employees of Government contractors and subcontractors. The Branch also makes recommendations concerning the wage rates of prevailing rates employees of the Dominion Government.

This Branch has also assumed from the Industrial Production Co-operation Board the responsibility of developing closer co-operation between labour and management through the establishment of joint production committees and by the dissemination of informational material in visual and printed form.

In addition, the Industrial Relations Branch supplies the officers and staff employed by the Canada Labour Relations Board in administering the Industrial Relations and Disputes Investigation Act with respect to the functions described below.

The office of the Director of Industrial Relations is located in Ottawa and Branch Offices and staff are located at Vancouver, Winnipeg, Toronto, Montreal, Fredericton and St. John's, Newfoundland. Labour-Management Co-operation offices and staff are located at Vancouver, B.C., Winnipeg, Man., Hamilton, London, Windsor, St. Catharines, Kitchener, Toronto, Ont., Montreal, Three Rivers, Que., and Fredericton, N.B.

Canada Labour Relations Board.—The Board, upon which labour and management are represented equally, administers the provisions of the Industrial Relations and Disputes Investigation Act concerning certification of bargaining representatives, establishment of procedures for the final settlement of disputes concerning the meaning or violation of collective agreements, and complaints that there has been a failure to bargain collectively under the Act.

Economics and Research.—The collection, compilation and publication of statistics of employment, wages, hours, strikes and lockouts, industrial accidents, collective agreements, and labour organization; the conduct of investigational and research work bearing on industrial relations and labour conditions; the publication of bulletins of information on these subjects.

Labour Gazette.—The monthly publication of the LABOUR GAZETTE provides a review of the labour-industrial situation throughout Canada.

Legislation.—Analysis and publication of information concerning all aspects of labour laws in Canada and abroad.

Canadian Vocational Training.—The types of training carried on under Dominion-Provincial co-operation include: training of apprentices; retraining of workers released from employment; training of foremen and supervisors; training of young people and assistance to students.

Dominion Government Annuities.—The administration of the Government Annuities Act, Chap. 7, R.S.C., 1927, whereby provision may be made for old age by the purchase of annuities by individuals, or associations on behalf of their members or by employers on behalf of their employees.

Unemployment Insurance Commission.—The Commission administers the Unemployment Insurance Act, 1940, which provides for a national unemployment insurance system and employment service.

National Employment Service.—Authorized by the Unemployment Insurance Act, 1940, and operated by the Unemployment Insurance Commission, under the direction of the Minister of Labour.

Bureau of Technical Personnel.—The bureau organizes the placement of scientific and technical engineering personnel for industries and the government service.

Library.—The maintenance of a library of publications on labour and economic subjects.

International Labour Organization.—The collection and transmission of information in connection with the work of the International Labour Conference and Office, including related correspondence with Federal and Provincial Government Departments and with organizations of employers and employees.

REPORT OF THE
CANADIAN GOVERNMENT DELEGATES

to the

**Thirty-Second Session of the
International Labour Conference**

GENEVA

June 8 to July 2, 1949

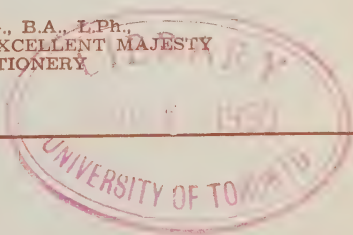
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THE LABOUR GAZETTE

December, 1949



OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
CONTROLLER OF STATIONERY
1950



SIR,—I have the honour to transmit herewith the report of the Government delegates to the Thirty-Second Session of the International Labour Conference held at Geneva, Switzerland, from June 8 to July 2, 1949, inclusive.

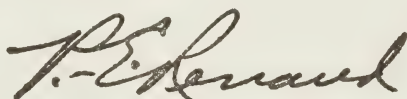
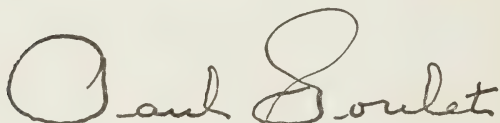
Yours faithfully,

A Macdonald

The Honourable Humphrey Mitchell, P.C.,
Minister of Labour,
Ottawa.

SIR,—We, the undersigned delegates appointed to represent the Government of Canada at the Thirty-Second Session of the International Labour Conference, have the honour to submit herewith our report of the proceedings of the meeting, which was held in Geneva, Switzerland, from June 8 to July 2, 1949, inclusive.

Yours respectfully,

A handwritten signature in dark ink, appearing to read "P. E. Renaud". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.A handwritten signature in dark ink, appearing to read "Paul Soulet". The script is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Arthur MacNamara, Esq., C.M.G., LL.D.,
Deputy Minister of Labour,
Ottawa.

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Report of the Canadian Government Delegates to the Thirty-Second Session of the International Labour Conference, Geneva, Switzerland, June 8 to July 2, 1949

The Thirty-Second Session of the International Labour Conference was held at Geneva, Switzerland, between June 8 and July 2, 1949. It brought together 550 delegates and advisers, representing the governments, employers and workers of 50 of the member countries of the International Labour Organization.

The following were the countries represented: Afghanistan, Argentine Republic, Australia, Austria, Belgium, Brazil, Bulgaria, Canada, Ceylon, Chile, China, Colombia, Cuba, Czechoslovakia, Denmark, Dominican Republic, Ecuador, Egypt, Finland, France, Greece, Haiti, Hungary, Iceland, India, Iran, Ireland, Israel, Italy, Luxembourg, Mexico, Netherlands, New Zealand, Norway, Pakistan, Panama, Peru, Philippines, Poland, Portugal, Siam, Sweden, Switzerland, Syria, Turkey, Union of South Africa, United Kingdom, United States of America, Uruguay, Venezuela. Two of these countries, Israel and Lebanon, had only recently joined the ILO and were attending the Conference for the first time.

In addition a tripartite delegation from Japan, and a representative of the Supreme Commander for the Allied Powers in Japan, attended the Conference as observers. Representatives of the United Nations and several of its agencies, and of several non-governmental international organizations, were also present.

Canadian Delegation

The Canadian Delegation was as follows:

Government Delegates:

Mr. PAUL E. RENAUD, Chargé d'Affaires a.i., Canadian Legation, Berne; Acting Permanent Delegate of Canada to the European Office of the United Nations at Geneva.

Mr. PAUL GOULET, O.B.E., Assistant to the Deputy Minister of Labour; Director of the ILO Branch, Department of Labour, Ottawa.

Technical Advisers to Government Delegates:

- Mr. R. CRAM, Chief of General Labour Statistics Division, Research and Statistics Branch, Department of Labour, Ottawa.
- Mr. H. PERKINS, Industrial Relations Officer, Department of Labour, Ottawa.
- Capt. J. W. KERR, M.B.E., Supervisor of Nautical Services, Nautical Division, Transport Department, Ottawa.
- Mr. C. E. S. SMITH, Commissioner of Immigration, Department of Mines and Resources, Ottawa.
- Mr. W. A. RIDDELL, former Chairman of the Governing Body of the International Labour Office; Professor, University of Toronto.
- Mr. JOHN MAINWARING, Assistant Editor, *The Labour Gazette*, Department of Labour, Ottawa.

Employers' Delegate:

- Mr. C. B. C. SCOTT, Assistant to the Vice-President in charge of Manufacturing, Massey-Harris Co., Ltd., Toronto.

Technical Advisers to Employers' Delegate:

- Mr. H. W. MACDONNELL, Manager of the Industrial Relations Department, Canadian Manufacturers' Association, Toronto.
- Mr. ALBERT DESCHAMPS, O.B.E., General Contractor and Engineer, Montreal.
- Mr. J. C. ADAMS, K.C., General Counsel, Central Ontario Labour Relations Institute, Toronto.
- Mr. J. A. BRASS, General Secretary, Railway Association of Canada, Montreal.

Workers' Delegate:

- Mr. JOHN W. BUCKLEY, General Secretary-Treasurer, Trades and Labour Congress of Canada.

Technical Advisers to Workers' Delegate:

- Mr. WILLIAM P. COVERT, Second International Vice-President, International Alliance Theatrical Stage and Motion Picture Machine Operators of the United States and Canada, Toronto.

Mr. J. B. WARD, C.B.E., Secretary, Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods, Ottawa.

Mr. LOUIS-PHILIPPE BOILY, Vice-President, Canadian and Catholic Confederation of Labour, Jonquière, Qué.

Secretaries to the Delegation:

Mr. JOHN MAINWARING.

Mr. N. F. H. BERLIS, Second Secretary, Permanent Delegation of Canada to the European Office of the United Nations at Geneva.

Agenda

The agenda of the Conference comprised the following items:

- I. Report of the Director-General.
- II. Financial and budgetary questions.
- III. Reports on the application of Conventions.
- IV. Application of the principles of the right to organize and to bargain collectively (second discussion).
- V. Industrial relations, comprising collective agreements, conciliation and arbitration, and co-operation between public authorities and employers' and workers' organizations (first discussion).
- VI. Labour clauses in public contracts (second discussion).
- VII. Protection of wages (second discussion).
- VIII. Wages: General report.
- IX. Vocational guidance (second discussion).
- X. Revision of the Fee-Charging Employment Agencies Convention, 1933.
- XI. Migration for employment: Revision of the Migration for Employment Convention, 1939, the Migration for Employment Recommendation, 1939, and the Migration for Employment (Co-operation between States) Recommendation, 1939.
- XII. Partial Revision of the Social Security (Seafarers) Convention, 1946 (No. 70), the Paid Vacations (Seafarers) Convention, 1946 (No. 72), the Accommodation of Crews Convention, 1946 (No. 75), and the Wages, Hours of Work and Manning (Sea) Convention, 1946 (No. 76).

A further important matter which was before the Conference was the question of the contribution to be made by the ILO to the United Nations program of technical assistance for economic development. The Conference also had to consider several resolutions, and proposals for amending its standing orders.

Procedure of Conference

The debate on Item I of the agenda, the Director-General's Report, took place in plenary session during the first weeks of the Conference. Meanwhile the other items were considered by committees, whose reports were subsequently dealt with by the Conference in plenary session.

In addition to the committees on the items on the agenda, the Conference also appointed a Selection Committee, a Credentials Committee, a Standing Orders Committee, and a Resolutions Committee.

Mr. Goulet, Mr. Scott and Mr. Buckley attended the debate on the Director-General's Report in plenary session.

The Canadian Delegation was represented on the various committees as follows:

Standing Orders:

Mr. Renaud (substitute Mr. Riddell) Government member.

Resolutions:

Mr. Scott (substitute Mr. Macdonnell) Employer member; and Mr. Buckley, Worker member.

*Application of Conventions and Recommendations:**

Mr. Scott (substitute Mr. Macdonnell), Employer member.

Industrial Relations:

Mr. Perkins, Government member; Mr. Scott (substitute Mr. Macdonnell), Employer Member; and Mr. Ward, Worker member.

Wages:

Mr. Cram, Government member; Mr. Scott (substitute Mr. Adams), Employer member; and Mr. Covert, Worker member.

* Although the Canadian Government was not represented on this Committee, Mr. Goulet attended one of the sittings and made a statement.

Vocational Guidance:

Mr. Riddell, Government member; Mr. Scott (substitute Mr. Deschamps), Employer member; and Mr. Boily, Worker member.

Employment Agencies:

Mr. Mainwaring, Government member; Mr. Scott (substitute Mr. Deschamps), Employer member; and Mr. Boily, Worker member.

Migration for Employment:

Mr. Smith (substitute Mr. Renaud), Government member; and Mr. Scott (substitute Mr. Brass), Employer member.

Maritime Conventions:

Mr. Kerr, Government member.

Selection:

Mr. Goulet (substitute Mr. Renaud) Government member.

Finance:

Mr. Renaud (substitute Mr. Goulet) Government member.

Sub-Committee of the Selection Committee on Technical Assistance:

Mr. Renaud, Government member.

The technical advisers who represented the Canadian Government on the various committees attended the plenary sittings of the Conference when their committee reports were being presented, together with one of the Government delegates.

Opening of Conference

In opening the Conference, Mr. Shamaldharee Lall, Government Delegate from India and Chairman of the Governing Body, welcomed the delegates and advisers, and made a few observations regarding the work of the ILO. In particular he commended the increasing attention the ILO was paying to the needs and requirements of Asiatic countries.

In a brief outline of the work that lay before the Conference he said: "There are no less than twelve items on our agenda. A perusal of these items is sufficient to indicate how varied and complicated are the problems that will come under consideration."

Noting that some of the items were "controversial," he called for a spirit of "goodwill, understanding and accommodation" in order to resolve differences of opinion.

The Conference elected as its President, Sir Guildhaume Myrddin-Evans, United Kingdom Government Delegate, the Vice-Presidents being Mr. Pierre Dupong; Government Delegate, Luxembourg, Mr. Pierre Waline, Employers' Delegate, France, and Mr. Bernardo Ibanez, Workers' Delegate, Chile. Mr. David A. Morse, Director-General of the International Labour Office, acted as Secretary-General of the Conference.

In his Presidential Address, Sir Guildhaume Myrddin-Evans said in part: "I believe in the ILO. I believe in its mission. I believe that, in many respects, it holds the key to the future for all of us, because I put so high the contribution which this Organization can make towards human progress and happiness. . . . Whatever advances are made in the field of social affairs, the work of this Organization will never be ended until there is full freedom for men and women everywhere, until men may say what they think without fear of being thrown into prison, until men and women everywhere may act according to their consciences and not as some arbitrary power dictates.

"That is in my view still the primary task of this, as of every other international organization."

Debate on Director-General's Report

The Conference debated the first Report submitted by Mr. David Morse since his appointment last year as Director-General of the International Labour Office. In the tradition of his predecessors, Mr. Morse devoted a major part of his report to a survey of world economic and labour conditions. He declared that "the progress achieved in reconstruction and economic development in the past year has fallen short of the more optimistic expectations. But it has on the whole been solid, for it has been based on an appraisal of the facts as they really are and a re-examination and reformulation of national and international policies and programs in the light of these facts."

Turning to an examination of the work of the ILO, Mr. Morse raised two important issues which evoked considerable discussion among the 95 speakers participating in the debate. The first concerned the ILO's assumption of new responsibilities in the "operational" field, as contrasted with its traditional legislative function.

In past years, Mr. Morse pointed out, the ILO has concentrated largely on questions of standards. But today, he declared, there is a demand in the world "for industrialization, for increasing production, for a quickening in the pace of improving standards of living." To meet this "challenge of the time," he believed that the ILO's services of direct expert advice and assistance to member nations should be expanded. He cited the recently developed manpower program as an example of the ILO's response to a world need. He also mentioned the program of technical assistance to under-developed countries and areas which the United Nations was formulating, and in which the ILO would be invited to participate.

During the debate, many speakers endorsed the principle that the ILO should give new emphasis to its advisory and technical functions. Participating in the debate on behalf of the Canadian Government,¹ Mr. Paul Goulet expressed approval of the idea, noting that "Canada has itself benefited from the ILO's technical services, particularly during the period when the Office was a guest within our national borders, and we are therefore well aware of the proficiency of the experts of the ILO."

The second important issue raised by Mr. Morse in his report concerned what he called "the present lag in the progress of ratifications" of Conventions by member states. He invited the views of delegates as to what might be done to remedy this situation.

Numerous speakers responded to this invitation. Mr. Goulet, in his address, called attention to two possible factors—whether certain Conventions contain too much detail, and whether in others, the sights have been set a little too high. Mr. Goulet expressed the view that both of these factors were important.

"They stem," he said, "from the laudable zeal to achieve the best possible standards for labour. But what is ideal is not always what is immediately workable. The difficulty in making a Convention too detailed is that a clause of lesser importance may deter a country from ratifying a Convention with which it is in fundamental agreement. It is highly desirable, therefore, to distinguish between the basic principles that are appropriate for a Convention, and those clauses which are designed to buttress rather than to establish a principle. Once the principle is established, countries should be left free to implement through such administrative methods as they find most suitable.

"This is not to say that the ILO should be silent on what I have termed the 'buttressing' provisions. On the contrary, the discussion

¹ The text of Mr. Goulet's address appears as Appendix I to this Report.

of these matters is of the highest value. But it is our contention that there can be a higher proportion of ratifications when the distinction is carefully drawn between those clauses which must be included in a Convention—without which it would lose its force—and the secondary items which are more appropriate for a Recommendation.”

Mr. Morse, in his reply to the debate, promised to undertake immediately a study of the whole question of Conventions, their drafting and their implementation.

He reminded the Conference, however, that it was necessary not to overlook the point that “Conventions are a means to an end. The steps to be taken must be judged in the light of a single principle—the stimulation and acceleration of effective national action in favour of improving the conditions of work and living of peoples everywhere.”

Industrial Relations

Perhaps the most important task of the Conference was in the field of trade union rights and industrial relations.

The Conference had instituted a program in this field in 1947. At the San Francisco Conference last year it had adopted a Convention setting forth the right of workers and employers to form and join organizations of their own choosing.

This year it had before it a second text, concerning the application of the principles of the right to organize and bargain collectively.

Several points in this proposed text aroused considerable controversy among the members of the Conference Committee on Industrial Relations to which it was referred.

For example there was much discussion over Article 1. This clause sought to protect workers against acts of anti-union discrimination, and in particular against acts calculated to

make the employment of a worker subject to the condition that he shall not join a union or shall relinquish trade union membership.

The Employers' Group held the view that a worker's right not to join a union should also be protected, and submitted amendments to make specific reference to this right at several points in the text. In support of their proposal, the Employers' members urged, among other arguments, that nothing in the text should deprive a worker of the inherent right not to exercise his right of association if he so chose, and that it was important to guarantee individual freedom and, in particular, the right to work. They quoted the Universal Declaration of Human Rights as setting forth the principle that no one might be compelled to join an association.

In opposing the Employers' amendments, the Workers' members argued that in defending the right to work the Employers were acting in some degree as spokesmen for those workers who wished to enjoy all the protection which they might receive from trade unionism without joining a union. They feared that the amendments might deprive organized workers of their right to refuse to work with non-union workers.

Most of the Government members also opposed the amendments. Some took the view that their adoption would oblige Governments to declare that union security clauses, such as the closed shop or union shop, were contrary to public order; and although several Governments opposed the idea of compelling a worker to join a particular trade union, they were not prepared to intervene in collective agreements containing union security provisions.

The Employers' amendments to Article 1 were eventually rejected by the Committee, by a majority in the first vote of 128 to 69. A number of somewhat similar proposals were then put forward by certain Government members, but these also were defeated.

The Committee finally disposed of the question of union security by agreeing to state in its report that the text "could in no way be interpreted as authorizing or prohibiting union security arrangements, such questions being matters for regulation in accordance with national practice."

The second article of the proposed text was designed to protect workers' organizations against acts of interference on the part of employers.

The Employers' Group put forward an amendment to accord similar protection to employers' organizations against acts of interference on the part of workers. This was adopted.

Article 2 also specifically prohibited acts "designed to promote the establishment of employer-dominated unions."

The next two articles concerned the encouragement of voluntary collective bargaining and the establishment of machinery to ensure "respect for the right to organize." These were adopted after amendment.

The Committee then spent several sessions in discussion of an article concerning the application to public servants of the right to organize and bargain collectively. As finally adopted, the article took the following form—

This Convention does not deal with the position of public servants engaged in the administration of the State, nor shall it be construed as prejudicing their rights or status in any way.

A further paragraph was added, as follows:—

The extent to which the guarantees provided for in this Convention shall apply to the Armed Forces and the Police shall be determined by national laws or regulations.

Finally, the Committee decided, by a vote of 106 to 60, that the text should take the form of a Convention rather than a Recommendation. The Canadian Government member, in view of Canada's divided constitutional authority in regard to the subject matter, voted for a Recommendation, though emphasizing that Dominion legislation, like that of the majority of the Provinces, was in accordance with the provisions contained in the text.

In plenary session, the Conference adopted the Convention by a vote of 115 to 10, with 25 abstentions. (The text of the Convention appears as Appendix 3 to this Report.)

The Committee on Industrial Relations also had assigned to it Item V on the agenda, but did not find time to deal with this item, which accordingly has been placed on the agenda of the 33rd Session of the Conference.

Migration for Employment

In view of its present immigration policy, which brought over 125,000 persons into the Dominion in 1948, the Canadian Government was particularly interested in the Convention on Migration for Employment which was proposed to replace an earlier text adopted in 1939.

The purpose of the Convention is to protect migrant workers against misleading propaganda, to facilitate their journey and placement, and to ensure them working conditions not less favourable than those accorded to national workers.

As to the basic principles of the Convention, there was very little disagreement at the Conference, since it was recognized that its acceptance internationally would do much to curb abuses associated with the importation of immigrant labour.

There was considerable discussion, however, over questions of detail. The Permanent Migration Committee of the ILO, had prepared a preliminary draft of the Convention last January, consisting of a lengthy text, setting forth precise guarantees on a wide variety of points.

At the Conference, the Committee to which the matter was referred decided against the adoption of a Convention in this form. It accepted instead a United States proposal, for a comparatively short Convention, covering the most important principles, supplemented by a series of three annexes, to which were relegated the subordinate points. A ratifying country would undertake to accept the main Convention, but would have the right to exclude any of the annexes from its ratification if it so desired.

At the instigation of the Canadian Government Member, Mr. Smith, a clause covering the position of federal states was inserted in the Convention. This clause applied to an article in the Convention which guarantees equal treatment to immigrants in regard to remuneration and other employment conditions, collective bargaining rights, housing, non-discrimination, and social security benefits. As amended it now provides that these provisions shall apply in federal countries only in so far as they are subject to federal law; to the extent that they are within provincial jurisdiction, the federal Government is to refer them to the provincial authorities for appropriate action.

The Committee also approved a revised Recommendation containing further provisions for the treatment of migrants, and advocating that member countries supplement the Migration Convention by bilateral agreements along the lines of an appended Model Agreement.

When the Committee's report was presented in plenary session, the Canadian Government representative (Mr. Smith) intervened in order to secure the adoption of a further amendment. This amendment was procedural, being designed to take account of Canadian practice which, unlike that of most other countries, provides for the admission of migrants on a "permanent" basis from the date of their arrival, without a probationary period; and to modify a clause in the Convention which on this account would have discriminated against Canada as regards its right to deport newcomers who become a charge to the country as a result of illness or accident.

Following the acceptance of this amendment, the Conference adopted the Convention by a vote of 113 to 14 with 23 abstentions, and the Recommendations by a similar margin. (Appendices 4 and 5.) The opposition votes were registered by the Government, Employers' and Workers' Delegates of the four Eastern European countries (Bulgaria, Czechoslovakia, Hungary and Poland).

Labour Clauses in Public Contracts

The Conference adopted a Convention designed to ensure that contracts entered into by public authorities contain adequate safeguards for the workers concerned.

The Convention provides that wages, hours of work and other conditions of labour, shall be not less favourable than those established for work of the same character in the district where the work is carried on, or in the nearest appropriate district.

The terms of the clauses to be included in contracts are to be determined after consultation with the organizations of employers and workers concerned. Adequate measures must be taken to ensure fair and reasonable conditions of health, safety and welfare for the workers concerned where such are not already applicable.

The Employers' Group expressed themselves as being "in complete agreement with the principles and objects aimed at" in the text, but as preferring that it take the form of a Recommendation rather than a Convention. The Canadian Government representatives supported them in this view, but when put to the Conference in the form of an amendment it was defeated by 45 votes to 66.

In the form of a Convention the text was then adopted by a vote of 115 to 9 with 34 abstentions. (Appendix 6.)

The Convention on Labour Clauses in Public Contracts was supplemented by a Recommendation giving further detail on the type of safeguards which should be introduced. This was adopted 107 to 21, with 24 abstentions. (Appendix 7.)

Protection of Wages

The purpose of the Convention on the Protection of Wages was to ensure that wages are paid in legal tender, at regular intervals, and directly to the worker.

Payments of wages by cheque or money order may be permitted when this is customary or necessary because of special circumstances or when so provided by collective agreement or arbitration award. The partial payment of wages in kind under certain conditions is also permitted.

The Convention prohibits employers from limiting the freedom of the worker to dispose of his wages, or from exercising any coercion in the use of company stores. It provides that in the event of the employer's bankruptcy wages shall be a privileged debt. It protects wages against attachment or assignment to the extent deemed necessary for the maintenance of the worker and his family.

An accompanying Recommendation adds further safeguards.

The Employers' Group expressed opposition to certain details in both texts. The Convention was, however, adopted, 107 to 17, with 19 abstentions, and the Recommendation by a similar margin. (Appendices 8 and 9.)

A further decision taken by the Conference on the subject of wages was in the form of a resolution. It invited the Governing Body to consider such questions as payment by results, the dismissal wage, and the minimum wage, with a view to giving them further study and deciding whether they might be placed on the agenda of future sessions of the Conference. (Appendix 10.)

Fee-Charging Employment Agencies

In 1933 the Conference had adopted a Convention providing for the gradual elimination of fee-charging employment agencies conducted with a view to profit.

This had received few ratifications, and accordingly had been placed on the agenda of the previous year's Conference for revision.

At that Conference, however, a stalemate occurred. The Employers' Group, with the support of a number of Governments, insisted it was not right to eliminate such employment agencies, though they conceded that it was appropriate to place them under Government supervision in order to prevent abuse. This view was opposed by the Workers' Group and the remaining Governments, and no agreement was reached.

In order to break the deadlock at the 1949 Conference a substitute text was proposed, containing a feature that had never before been incorporated in an ILO Convention, a provision for alternative methods of ratification.

Under this provision, a ratifying country must make a declaration either that it will eliminate fee-charging employment agencies conducted with a view to profit, or that it will regulate them.

In this unusual form the Convention gained the support of the Employers' as well as the Workers' Groups, and was adopted 108 to 19, with 23 abstentions. (Appendix 11.) Most of the opposition votes came from the four Eastern European countries. Abstentions were recorded by a number of Government delegates who opposed in principle a Convention providing for alternative methods of ratification.

Mr. Deschamps, Canadian Employers' Adviser, was elected Employers' Vice-Chairman of the Committee on Employment Agencies. Mr. Mainwaring and Mr. Deschamps were both elected members of the Drafting Committee.

Vocational Guidance

The Conference was almost unanimous in its support of a Recommendation on Vocational Guidance, which was adopted by 145 votes to 0, with, however, 5 abstentions. (Appendix 12.)

Since it was recognized that in most countries vocational guidance is still at an early stage of development, the Recommendation was designed to set forth principles and methods which would be useful to Governments in developing a vocational guidance program.

Vocational guidance is defined to mean

assistance given to an individual in solving problems related to occupational choice and progress with due regard to the individual's characteristics and their relation to occupational opportunity.

The Recommendation states further that vocational guidance is based on the free and voluntary choice of the individual; its primary object is to give him full opportunity for personal development and satisfaction from work, with due regard for the most effective use of national manpower resources.

Vocational guidance begins during the period of general education, the text states. At this stage it is primarily designed to make the young person aware of his aptitudes, qualifications and interests, and of the various occupations and careers from which he will later make a choice.

Advantage should subsequently be taken of the services of both schools and other organizations and services concerned with young people, and of representative organizations of employers and workers, according to the Recommendation.

At a later stage, where vocational guidance may be required for adults, administrative responsibility should devolve primarily on the public employment service.

The process of vocational guidance should include an interview with an officer who has available records of the individual's school and work experience. Tests of capacity and aptitude, and other psychological tests, should be administered where practicable.

In addition to the Vocational Guidance Recommendation, the Conference adopted a resolution recommending that the ILO take measures to provide advice and assistance to countries wishing to develop a vocational guidance program. (Appendix 13.)

Maritime Conventions

The Conference had before it proposals to revise four Conventions adopted at the 28th (Maritime) Session of the Conference, held in Seattle in 1946, with a view to facilitating their ratification by member countries.

During the proceedings of the Conference Committee on Maritime Conventions, the proposed revisions of one Convention (No. 70, concerning Social Security) were rejected altogether, and, in others, some of the proposed changes were defeated, owing mainly to the solid opposition of the Workers' Group, which did not wish to see the original Seattle texts weakened in any way.

As a result of these defeats, the Chairman of the Committee, in reporting to the plenary session of the Conference, admitted that the Committee's achievements "were not perhaps very great." As revised by the Committee, Conventions Nos. 72 (Holidays with Pay), 75 (Crew Accommodation on Board Ship), and 76 (Wages, Hours of Work and Manning), were adopted by the Conference by votes of 85-20, 85-19, and 84-24 respectively. There were about 30 abstentions in each case. (Appendices 14, 15 and 16.)

Technical Assistance for Economic Development

In March, 1949, the Economic and Social Council of the United Nations decided to institute a program of technical assistance for economic development, the purpose of which was to raise standards of living in under-developed areas of the world.

The ILO, together with other specialized agencies of the United Nations, was invited to participate in the program, and to suggest ways in which it could make a contribution.

The Conference considered this matter to be of great importance. It realized, however, that the program was still in an early stage, and that only decisions of a preliminary character could as yet be taken.

It took the view that the primary task of any such program, aimed at raising living standards, must be to increase production, a task which would necessarily bring with it a wide range of labour problems. The Conference agreed that the ILO's first contribution might well be in the field of employment, training and migration. "The shortage of skilled labour and of trained manpower of all kinds, the lack of reliable information on labour and skill requirements and the absence or inadequacy of machinery for bringing persons and jobs together are major impediments to the economic development of under-developed areas," the Conference stated in its report on the matter, adding that "a high priority should therefore be given to assistance in this field."

The Conference expressed the view further that "the improvement of labour standards, including the enforcement of labour legislation and the framing and application of suitable wage policies

designed to assure improved levels of consumption, is essential and will require attention from the early stages of the program."

Assistance in regard to labour statistics, industrial safety, occupational health, social security, and industrial relations, was also considered to fall within the ILO's sphere.

The report continued:—

It is basic to the success of the technical assistance program as a whole that the general economic policies followed in promoting economic development should be such as to assure steady employment and rising income to the mass of the people. . . . In addition to concerning itself with these matters in all phases of its own technical assistance work, the International Labour Organization should, in view of the social objectives which it exists to promote, draw the special attention of the Economic and Social Council to the importance of directing the technical assistance program as a whole toward the achievement of these objectives.

The Conference adopted a resolution authorizing the Governing Body of the ILO to make any appropriate interim arrangements to permit the ILO to participate in the program as soon as details are complete. (Appendix 17.)

Application of Conventions

Under the terms of the ILO Constitution, each member country is obliged to submit reports annually on the Conventions it has ratified. These reports are scrutinized in the first instance by an ILO Committee of Experts, which transmits its observations to the Conference.

On the basis of the Experts' report, this year's Conference Committee on the Application of Conventions undertook a detailed study of the position of the various countries in regard to each Convention, paying particular attention to cases where the Experts indicated that national legislation and practice did not appear to be in full conformity with the provisions of ratified Conventions.

Speaking on behalf of the Canadian Government, Mr. Goulet outlined Canada's position in regard to three of the Conventions which Canada has ratified (Nos. 1, 14 and 26). These were ratified by Canada in 1935 on the basis of federal legislation which was subsequently invalidated by the courts as being within provincial rather than federal jurisdiction.

Mr. Goulet explained that the Canadian Government was continuing to seek the co-operation of the various provinces in this

matter, and reported that since the last Conference a number of the provinces had made progress in bringing their legislation closer to the standards laid down in the three ILO Conventions.

He emphasized, however, that the provinces were fully autonomous as regards the subject matter of these Conventions, and that efforts on the part of federal authorities to obtain compliance were therefore necessarily limited in scope.

The Committee thanked Mr. Goulet for his statement, and expressed the hope that the Canadian Government would continue its attempts, in co-operation with the provincial authorities, to bring about the best possible solution of this difficult problem.

Mr. Goulet's statement appears as Appendix 2 to this Report.

Budget

The Conference approved a budget of \$5,983,526 to finance the Organization's operations in 1950. This compared with a 1949 budget of \$5,185,539.

Before its adoption by the Conference, the budget was examined by the Finance Committee, consisting of Government delegates only. In addition to studying the expenditures of the ILO, this Committee also discussed the scale of contributions by the member states. It was decided to maintain for another year the existing scale, adjusted to increase the contribution of the United States to 22 per cent. (The scale of contributions for 1950 appears as Appendix 20.)

Credentials Committee

Objections to the credentials of the workers' delegates and advisers of a number of countries were considered by the Credentials Committee of the Conference. All the objections were unanimously rejected.

Standing Orders

The most important proposal before the Standing Orders Committee of the Conference related to federal states.

The proposal was, that when a questionnaire relating to a proposed Convention is circulated to Governments, it should include a question requesting the governments of federal states to indicate

whether the subject matter of the Convention would be regarded by them as being appropriate for federal or for provincial action.

It was decided to defer the inclusion of such a provision in the Standing Orders of the Conference for the time being.

Other matters considered by the Standing Orders were as follows:

Procedure for requests to the International Court of Justice for Advisory Opinions; participation of representatives of the United Nations and other official international organizations in the deliberations of the Governing Body and the Conference; circumstances in which a record vote can be taken after a vote by show of hands; and miscellaneous drafting amendments.

Other Resolutions

The Conference adopted in modified form two resolutions which had been submitted by the Czechoslovak delegation. These dealt with:

- (1) Annual holidays with pay and recreation (Appendix 18);
- (2) Unemployment (Appendix 19).

Closing of the Conference

When the Conference had completed its business, the three Vice-Presidents, the Secretary-General, and the President, spoke briefly of the accomplishments of the session.

Sir Guildhaume Myrddin-Evans called attention to the fact that the Conference had passed three new Conventions, three new Recommendations, five revised Conventions, and one revised Recommendation. "That," he said, "is a notable achievement by any standards."

The various speakers urged delegates, on their return to their countries, to press for ratification of Conventions and the implementation of Conference decisions.

In conclusion, Sir Guildhaume stressed the value of the mutual understanding that had been reached. "I believe," he said, "that we have taken a long step in the direction of learning how to live together; and that—as I said earlier—is the real problem before this world today."

Reasserting the objectives of the ILO in working towards peace, social progress, and the liberty of the individual, he declared that the Conference had made a contribution towards the realization of these ideals.

The Conference adjourned at 12.15 p.m. on July 2, 1949.

Appendix 1.—Statement by Mr. Paul Goulet, O.B.E., Canadian Government Delegate, in the Debate on the Director-General's Report.

Canada wishes to compliment Mr. David Morse on his first Report as Director-General. Not only does it admirably maintain the standards set by his predecessors—and that is high praise—but it reflects an enthusiasm for the potentialities of the ILO that bodes well for the future of this great organization.

The Director-General's expressed desire to expand the advisory functions of the ILO has been well received in Canada. In addition to the inherent usefulness of this technical aid to member nations there is considerable publicity value for the ILO in work of this sort, since the rendering of "on the spot" assistance makes an immediate impact on the public mind. And such favourable publicity in turn promotes the realization of other ILO objectives.

Canada has itself benefited from the ILO's technical services, particularly during the period when the Office was a guest within our national borders, and we are, therefore, well aware of the proficiency of the experts of the ILO.

As you all know, Canada has said farewell to the staff of the International Labour Office which for almost a decade conducted its operations from a temporary base at Montreal.

The Office has now returned to its permanent headquarters, but the period of stay in Montreal helped to make labour and industry in Canada more aware of the work of the Organization and of the international scope of the movement to improve the conditions of working people.

While regretting the departure of the Office, we are pleased with the continuation at Montreal of a Branch Office, headed by Mr. V. C. Phelan, a senior officer of Canada's Labour Department. In recent years Mr. Phelan has frequently represented Canada at Conferences and other meetings of the ILO, and his appointment as Director of the Canada Branch of the ILO is therefore appropriate and very welcome. We take Mr. Phelan's appointment as a compliment to our Labour Department.

* * * * *

Mr. Morse's review of social policy throughout the nations of the world reveals an encouraging degree of progress during the past year in many countries. From the ILO's point of view, however, it is desirable that these developments be reflected in the acceptance by member nations of the standards laid down in International Labour Conventions.

In this connection, the Director-General expressed some disappointment at what he called "the present lag in the progress of ratifications" of Conventions by Member States. He invites the views of delegates as to what can be done to remedy this situation.

He mentions two possible factors—whether certain Conventions contain too much detail, and whether in others, the sights have been set a little too high. In my view, both of these factors are important. They stem from the laudable zeal to achieve the best possible standards for labour. But what is ideal is not always what is immediately workable.

The difficulty of making a Convention too detailed is that a clause of lesser importance may deter a country from ratifying a Convention with which it is in fundamental agreement. It is highly desirable, therefore,

to distinguish between the basic principles that are appropriate for a Convention, and those clauses which are designed to buttress rather than to establish a principle.

Once the principle is established, countries should be left free to implement through such administrative methods as they find most suitable.

This is not to say that the ILO should be silent on what I have termed the "buttressing" provisions. On the contrary, the discussion of these matters is of the highest value. But it is our contention that there can be a higher proportion of ratifications when the distinction is carefully drawn between those clauses which must be included in a Convention—without which it would lose its force—and the secondary items which are more appropriate for a Recommendation.

* * * * *

We have noted with satisfaction the section in the Director-General's report describing the wide range of activities of the ILO during the past year. The major departments of the ILO's work—including the newly-developed manpower program, the regional and technical conferences, the industrial committees, and the Office's advisory functions and publications, appear to be proceeding with efficiency and to be producing good results. We appreciate also the Director-General's efforts to avoid unnecessary duplication in the activities of the various international organizations in overlapping fields.

There is, however, one aspect of the ILO's work concerning which I should like to make one or two more specific observations. I refer to the various special committees which have been set up from time to time through the years to deal with particular subjects in which the ILO has an interest. The functions of some of these committees, would, I believe, increase in value if they were made subject to more regular and continuous to distinguish between the basic principles that are appropriate for a of the objectives of the Organization.

This matter can perhaps best be handled at the Governing Body level, where a procedure might conveniently be devised for examining these committees as a group and evaluating their accomplishments. If this were done at regular intervals it would permit the work of these bodies to be considered in perspective to the work of the ILO as a whole.

* * * * *

The increased activity of the ILO in regard to manpower problems, particularly immigration, is a sound development. Canada takes particular pride in its immigration programme, which is now proceeding at a vigorous tempo. During 1948 we welcomed 125,000 new-comers to Canada, double the number that entered the country the year before. We have maintained every possible safeguard to ensure that migrants for employment receive equal treatment with our own nationals in respect of working conditions. Our programme has received the endorsement of Canadian trade union leaders, who represent the people in our own country perhaps most immediately concerned with the effects of large-scale immigration. In the first part of 1949, the rate of entry into Canada has been greater than in the same period of 1945.

The problem which is being well handled by the International Relief Organization is, as we all know, a temporary one. The question of surplus populations is not a temporary problem; it will exist for years to come. Surely no problem in the international field is more important than the transfer of surplus populations, and some organization should be ready to

carry on this work. I simply ask the question: should the field of the ILO be broadened to provide for a Branch to take over when IRO finishes?

The high degree of prosperity which has characterized the Canadian economy in the past year has been accompanied by steady gains for workers, both through legislation and through collective bargaining.

Wage rises have been fairly general, and their value has been enhanced by the stabilizing of the cost of living.

An annual paid vacation of at least one week is now general for almost all industrial workers. Longer paid vacations are increasingly being introduced, both by provincial statute and by collective bargaining.

Hours of work have been reduced, both by bargaining and by legislation. Minimum rates of wages have been raised in a number of Provinces. The only province formerly without a Workmen's Compensation Act adopted such a law this year.

In Canada, as in many other countries, more advanced social security measures, a vastly improved organization of the employment market, and new procedures for coping with economic problems, are factors whose benefits we lacked two decades ago, and which will aid us in dealing with the problems which industry, labour and government must face in the coming years in striving to maintain and steadily improve our standard of living.

But it has been wisely said that prosperity is indivisible, and in the last analysis it is to international co-operation that we must look for the permanent benefits of peace.

To the ILO we owe much; the ideas exchanged at these Conferences during three decades have made the world a better place in which to live. A thousand ratifications of ILO Conventions, vital as they are, do not begin to tell the story of the progress in human welfare that the ILO has helped to activate.

For whether they are immediately ratified or not, these Conventions establish guidemarks for the future course of the world's social policy.

The ILO now has thirty years behind it, encompassing a rich and varied achievement. The work of these three decades justifies our confidence that as the problems of our age change, the ILO will have the flexibility to adapt itself to changing world demands, and will thus continue to play its proud rôle in the history of man's struggle to attain peace, prosperity and social justice.

Appendix 2.—Statement by Mr. Paul Goulet, O.B.E., Canadian Government Delegate, in the Committee on the Application of Conventions.

The Canadian Government has studied with interest the proceedings of last year's Conference Committee on the Application of Conventions, and the Report this year of the Committee of Experts.

It will be recalled that last year's Conference Committee held a short discussion on Canada's position in regard to three Conventions, Nos. 1, 14 and 26. These Conventions were ratified by Canada in good faith in 1935, on the assumption that the Federal Parliament could enact legislation giving them effect as implementing an international treaty. This assumption was not supported by the Courts, which subsequently invalidated the legislation that was passed, declaring it to be *ultra vires* of the Federal Parliament.

Canada was thus placed in a difficult position in that the Provinces, now declared to be the competent authorities in these fields, had not adopted legislation that conformed entirely to ILO standards.

Last year's Conference Committee noted in its report that the Canadian Government had attempted within the limits of its competence to ensure application of these Conventions, and expressed the hope that full compliance with their provisions might be secured through provincial legislation.

I am pleased to report that the Committee's recommendations have been followed, and that a considerable degree of progress has been made. This progress is not reflected in the Report of the Committee of Experts, since it is of more recent date.

We have again reopened the question of these three Conventions with the various provinces, and have had exchanges of correspondence with them. Perhaps the most notable of the replies came from the Province of Manitoba, which informed us a few weeks ago that its Legislature had just adopted an Hours of Work Act and that parallel Regulations had been revised, bringing that Province into full compliance with the provisions of Convention No. 1. Encouraging replies have also been received from other Provinces.

At this point it might perhaps be of interest for me to point out that the ILO standard of an 8-hour day and a 48-hour week is in fact equalled or bettered in the great majority of our industries.

For example, a recent official study of hours of work in manufacturing revealed that 90 per cent of the workers are on a standard working week of 48 hours or less; while 55 per cent are on a standard week of 45 hours or less, and almost 20 per cent have a week of 40 hours or less.

However, there is still a small proportion of workers not covered by legislation or collective agreement, and there is accordingly no intention of relaxing the efforts to secure appropriate legislation and compliance with this Convention. Provincial action is similarly being encouraged in regard to the other two Conventions.

It is necessary to stress the fact, however, that the Provinces are fully autonomous as regards the subject matter of these Conventions, and that efforts on the part of federal authorities to obtain compliance are therefore necessarily limited in scope. The position of federal states is, of course, fully recognized and provided for in the ILO Constitution, but it bears repetition in order to emphasize the well-intended but unsuccessful attempt to effectuate these Conventions through federal legislation in 1935.

The International Labour Office has been extremely helpful to us in attempting to deal with these three Conventions. At our request the Office recently compiled a table on Convention No. 26, indicating the precise points in respect of which provincial legislation appears to fall short of full compliance with the Convention's requirements or in respect of which the position is not altogether clear.

This text has been circulated among the Provinces, and it is hoped that it will assist them if they decide to remedy the deficiencies of their existing legislation. We are grateful to the Office for this technical assistance.

As a final instance of our progress in regard to this problem, I should like to mention that at a Conference only last month of senior administrators from the ten Provinces, the Deputy Minister of Labour again raised the question of adapting provincial legislation to meet ILO standards.

It was pointed out that the federal Government was in no sense trying to exert pressure on the Provinces, which, as I said, are autonomous in their fields; but the problem was again placed before them, and it was found possible to thank them for their increasing degree of co-operation in helping Canada to fulfil its obligations as a member of the International Labour Organization.

Appendix 3.—Convention No. 98 concerning the Application of the Principles of the Right to Organize and to Bargain Collectively

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the
International Labour Office, and having met in its Thirty-second
Session on 8 June 1949, and

Having decided upon the adoption of certain proposals concerning the
application of the principles of the right to organize and to bargain
collectively, which is the fourth item on the agenda of the session,
and

Having determined that these proposals shall take the form of an
international Convention,

adopts this first day of July of the year one thousand nine hundred and
forty-nine the following Convention, which may be cited as the Right to
Organize and Collective Bargaining Convention, 1949:

Article 1

1. Workers shall enjoy adequate protection against acts of anti-union
discrimination in respect of their employment.

2. Such protection shall apply more particularly in respect of acts
calculated to—

- (a) make the employment of a worker subject to the condition that
he shall not join a union or shall relinquish trade union member-
ship;
- (b) cause the dismissal of or otherwise prejudice a worker by reason
of union membership or because of participation in union activities
outside working hours or, with the consent of the employer, within
working hours.

Article 2

1. Workers' and employers' organizations shall enjoy adequate protec-
tion against any acts of interference by each other or each other's agents
or members in their establishment, functioning or administration.

2. In particular, acts which are designed to promote the establishment of
workers' organizations under the domination of employers or employers'
organizations, or to support workers' organizations by financial or other
means, with the object of placing such organizations under the control of
employers or employers' organizations, shall be deemed to constitute acts
of interference within the meaning of this Article.

Article 3

Machinery appropriate to national conditions shall be established,
where necessary, for the purpose of ensuring respect for the right to organ-
ize as defined in the preceding Articles.

Article 4

Measures appropriate to national conditions shall be taken, where
necessary, to encourage and promote the full development and utilization
of machinery for voluntary negotiation between employers or employers'
organizations and workers' organizations, with a view to the regulation
of terms and conditions of employment by means of collective agreements.

Article 5

1. The extent to which the guarantees provided for in this Convention shall apply to the armed forces and the police shall be determined by national laws or regulations.

2. In accordance with the principle set forth in paragraph 8 of Article 19 of the Constitution of the International Labour Organization the ratification of this Convention by any Member shall not be deemed to affect any existing law, award, custom or agreement in virtue of which members of the armed forces or the police enjoy any right guaranteed by this Convention.

Article 6

This Convention does not deal with the position of public servants engaged in the administration of the State, nor shall it be construed as prejudicing their rights or status in any way.

Article 7

The formal ratifications of this Convention shall be communicated to the Director-General of the International Labour Office for registration.

Article 8

1. This Convention shall be binding only upon those Members of the International Labour Organization whose ratifications have been registered with the Director-General.

2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.

3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 9

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraph 2 of Article 35 of the Constitution of the International Labour Organization shall indicate—

- (a) the territories in respect of which the Member concerned undertakes that the provisions of the Convention shall be applied without modification;
- (b) the territories in respect of which it undertakes that the provisions of the Convention shall be applied subject to modifications, together with details of the said modifications;
- (c) the territories in respect of which the Convention is inapplicable and in such cases the grounds on which it is inapplicable;
- (d) the territories in respect of which it reserves its decision pending further consideration of the position.

2. The undertakings referred to in subparagraphs (a) and (b) of paragraph 1 of this Article shall be deemed to be an integral part of the ratification and shall have the force of ratification.

3. Any member may at any time by a subsequent declaration cancel in whole or in part any reservation made in its original declaration in virtue of subparagraphs (b), (c), or (d) of paragraph 1 of this Article.

4. Any Member may, at any time at which the Convention is subject to denunciation in accordance with the provisions of Article 11, communicate

to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of such territories as it may specify.

Article 10

1. Declarations communicated to the Director-General of the International Labour Office in accordance with paragraph 4 or 5 of Article 35 of the Constitution of the International Labour Organization shall indicate whether the provisions of the Convention will be applied in the territory concerned without modification or subject to modifications; when the declaration indicates that the provisions of the Convention will be applied subject to modifications, it shall give details of the said modifications.

2. The Member, Members or international authority concerned may at any time by a subsequent declaration renounce in whole or in part the right to have recourse to any modification indicated in any former declaration.

3. The Member, Members or international authority concerned may, at any time at which this Convention is subject to denunciation in accordance with the provisions of Article 11, communicate to the Director-General a declaration modifying in any other respect the terms of any former declaration and stating the present position in respect of the application of the Convention.

Article 11

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.

2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 12

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organization of the registration of all ratifications, declarations and denunciations communicated to him by the Members of the Organization.

2. When notifying the Members of the Organization of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organization to the date upon which the Convention will come into force.

Article 13

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications, declarations and acts of denunciation registered by him in accordance with the provisions of the preceding articles.

Article 14

At the expiration of each period of ten years after the coming into force of this Convention, the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall consider the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 15

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides—

- (a) the ratification by a Member of the new revising Convention shall *ipso jure* involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 11 above, if and when the new revising Convention shall have come into force;
- (b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members.

2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Article 16

The English and French versions of the text of this Convention are equally authoritative.

The foregoing is the authentic text of the Convention duly adopted by the General Conference of the International Labour Organization during its Thirty-second Session which was held at Geneva and declared closed the second day of July 1949.

IN FAITH WHEREOF we have appended our signatures this eighteenth day of August 1949.

The President of the Conference,
GUILDHAUME MYRDDIN-EVANS.

The Director-General of the International Labour Office,
DAVID A. MORSE.

Appendix 4.—Convention No. 97 concerning Migration for Employment (Revised 1949)

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8th June 1949, and

Having decided upon the adoption of certain proposals with regard to the revision of the Migration for Employment Convention, 1939, adopted by the Conference at its Twenty-fifth Session, which is included in the eleventh item on the agenda of the session, and

Considering that these proposals must take the form of an international Convention,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Migration for Employment Convention (Revised), 1949:

Article 1

Each Member of the International Labour Organization for which this Convention is in force undertakes to make available on request to the International Labour Office and to other Members—

- (a) information on national policies, laws and regulations relating to emigration and immigration;
- (b) information on special provisions concerning migration for employment and the conditions of work and livelihood of migrants for employment;
- (c) information concerning general agreements and special arrangements on these questions concluded by the Member.

Article 2

Each Member for which this Convention is in force undertakes to maintain, or satisfy itself that there is maintained, an adequate and free service to assist migrants for employment, and in particular to provide them with accurate information.

Article 3

1. Each Member for which this Convention is in force undertakes that it will, so far as national laws and regulations permit, take all appropriate steps against misleading propaganda relating to emigration and immigration.

2. For this purpose it will where appropriate act in co-operation with other Members concerned.

Article 4

Measures shall be taken as appropriate by each Member, within its jurisdiction, to facilitate the departure, journey and reception of migrants for employment.

Article 5

Each Member for which this Convention is in force undertakes to maintain, within its jurisdiction, appropriate medical services responsible for—

- (a) ascertaining, where necessary, both at the time of departure and on arrival, that migrants for employment and the members of their families authorized to accompany or join them are in reasonable health;
- (b) ensuring that migrants for employment and members of their families enjoy adequate medical attention and good hygienic conditions at the time of departure, during the journey and on arrival in the territory of destination.

Article 6

1. Each Member for which this Convention is in force undertakes to apply, without discrimination in respect of nationality, race, religion or sex,

to immigrants lawfully within its territory, treatment no less favourable than that which it applies to its own nationals in respect of the following matters:

- (a) in so far as such matters are regulated by law or regulations, or are subject to the control of administrative authorities—
 - (i) remuneration, including family allowances where these form part of remuneration, hours of work, overtime arrangements, holidays with pay, restrictions on home work, minimum age for employment, apprenticeship and training, women's work and the work of young persons;
 - (ii) membership of trade unions and enjoyment of the benefits of collective bargaining;
 - (iii) accommodation;
- (b) social security (that is to say, legal provision in respect of employment injury, maternity, sickness, invalidity, old age, death, unemployment and family responsibilities, and any other contingency which, according to national laws or regulations, is covered by a social security scheme), subject to the following limitations:
 - (i) there may be appropriate arrangements for the maintenance of acquired rights and rights in course of acquisition;
 - (ii) national laws or regulations of immigration countries may prescribe special arrangements concerning benefits or portions of benefits which are payable wholly out of public funds, and concerning allowances paid to persons who do not fulfil the contribution conditions prescribed for the award of a normal pension;
- (c) employment taxes, dues or contribution, payable in respect of the person employed; and
- (d) legal proceedings relating to the matters referred to in this Convention.

2. In the case of a federal State the provisions of this Article shall apply in so far as the matters dealt with are regulated by federal law or regulations or are subject to the control of federal administrative authorities. The extent to which and manner in which these provisions shall be applied in respect of matters regulated by the law or regulations of the constituent States, provinces or cantons, or subject to the control of the administrative authorities thereof, shall be determined by each Member. The Member shall indicate in its annual report upon the application of the Convention the extent to which the matters dealt with in this Article are regulated by federal law or regulations or are subject to the control of federal administrative authorities. In respect of matters which are regulated by the law or regulations of the constituent States, provinces or cantons, or are subject to the control of the administrative authorities thereof, the Members shall take the steps provided for in paragraph 7 (b) of Article 19 of the Constitution of the International Labour Organization.

Article 7

1. Each Member for which this Convention is in force undertakes that its employment service and other services connected with migration will co-operate in appropriate cases with the corresponding services of other Members.

2. Each Member for which this Convention is in force undertakes to ensure that the services rendered by its public employment service to migrants for employment are rendered free.

Article 8

1. A migrant for employment who has been admitted on a permanent basis and the members of his family who have been authorized to accompany or join him shall not be returned to their territory of origin or the territory from which they emigrated because the migrant is unable to follow his occupation by reason of illness contracted or injury sustained subsequent to entry, unless the person concerned so desires or an international agreement to which the Member is a party so provides.

2. When migrants for employment are admitted on a permanent basis upon arrival in the country of immigration the competent authority of that country may determine that the provisions of paragraph 1 of this Article shall take effect only after a reasonable period which shall in no case exceed five years from the date of admission of such migrants.

Article 9

Each Member for which this Convention is in force undertakes to permit, taking into account the limits allowed by national laws and regulations concerning export and import of currency, the transfer of such part of the earnings and savings of the migrant for employment as the migrant may desire.

Article 10

In cases where the number of migrants going from the territory of one Member to that of another is sufficiently large, the competent authorities of the territories concerned shall, whenever necessary or desirable, enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Convention.

Article 11

1. For the purpose of this Convention the term "migrant for employment" means a person who migrates from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment.

2. This Convention does not apply to—

- (a) frontier workers;
- (b) short-term entry of members of the liberal professions and artistes; and
- (c) seamen.

Articles 12-23

(Standard Final Provisions, cf. Articles 7-16 of Convention No. 98, above.)

ANNEX I

**RECRUITMENT, PLACING AND CONDITIONS OF LABOUR
OF MIGRANTS FOR EMPLOYMENT RECRUITED
OTHERWISE THAN UNDER GOVERNMENT-SPONSORED
ARRANGEMENTS FOR GROUP TRANSFER**

Article 1

This Annex applies to migrants for employment who are recruited otherwise than under Government-sponsored arrangements for group transfer.

Article 2

For the purpose of this Annex—

- (a) the term “recruitment” means—
 - (i) the engagement of a person in one territory on behalf of an employer in another territory, or
 - (ii) the giving of an undertaking to a person in one territory to provide him with employment in another territory.
 together with the making of any arrangements in connection with the operations mentioned in (i) and (ii) including the seeking for and selection of emigrants and the preparation for departure of the emigrants;
- (b) the term “introduction” means any operations for ensuring or facilitating the arrival in or admission to a territory of persons who have been recruited within the meaning of paragraph (a) of this Article; and
- (c) the term “placing” means any operations for the purpose of ensuring or facilitating the employment of persons who have been introduced within the meaning of paragraph (b) of this Article.

Article 3

1. Each Member for which this Annex is in force, the laws and regulations of which permit the operations of recruitment, introduction and placing as defined in Article 2, shall regulate such of the said operations as are permitted by its laws and regulations in accordance with the provisions of this Article.

2. Subject to the provisions of the following paragraph, the right to engage in the operations of recruitment, introduction and placing shall be restricted to—

- (a) public employment offices or other public bodies of the territory in which the operations take place;
- (b) public bodies of a territory other than that in which the operations take place which are authorized to operate in that territory by agreement between the Governments concerned;
- (c) any body established in accordance with the terms of an international instrument.

3. In so far as national laws and regulations or a bilateral arrangement permit, the operations of recruitment, introduction and placing may be undertaken by—

- (a) the prospective employer or a person in his service acting on his behalf, subject, if necessary in the interest of the migrant, to the approval and supervision of the competent authority;
- (b) a private agency, if given prior authorization so to do by the competent authority of the territory where the said operations are to take place, in such cases and under such conditions as may be prescribed by—
 - (i) the laws and regulations of that territory, or
 - (ii) agreement between the competent authority of the territory of emigration or any body established in accordance with the terms of an international instrument and the competent authority of the territory of immigration.

4. The competent authority of the territory where the operations take place shall supervise the activities of bodies and persons to whom authorizations have been issued in pursuance of paragraph 3(b), other than any

body established in accordance with the terms of an international instrument, the position of which shall continue to be governed by the terms of the said instrument or by any agreement made between the body and the competent authority concerned.

5. Nothing in this Article shall be deemed to permit the acceptance of a migrant for employment for admission to the territory of any Member by any person or body other than the competent authority of the territory of immigration.

Article 4

Each Member for which this Annex is in force undertakes to ensure that the services rendered by its public employment service in connection with the recruitment, introduction or placing of migrants for employment are rendered free.

Article 5

1. Each Member for which this Annex is in force which maintains a system of supervision of contracts of employment between an employer, or a person acting on his behalf, and a migrant for employment undertakes to require—

- (a) that a copy of the contract of employment shall be delivered to the migrant before departure or, if the Governments concerned so agree, in a reception centre on arrival in the territory of immigration;
- (b) that the contract shall contain provisions indicating the conditions of work and particularly the remuneration offered to the migrant;
- (c) that the migrant shall receive in writing before departure, by a document which relates either to him individually or to a group of migrants of which he is a member, information concerning the general conditions of life and work applicable to him in the territory of immigration.

2. Where a copy of the contract is to be delivered to the migrant on arrival in the territory of immigration, he shall be informed in writing before departure, by a document which relates either to him individually or to a group of migrants of which he is a member, of the occupational category for which he is engaged and the other conditions of work, in particular the minimum wage which is guaranteed to him.

3. The competent authority shall ensure that the provisions of the preceding paragraphs are enforced and that appropriate penalties are applied in respect of violations thereof.

Article 6

The measures taken under Article 4 of the Convention shall, as appropriate, include—

- (a) the simplification of administrative formalities;
- (b) the provision of interpretation services;
- (c) any necessary assistance during an initial period in the settlement of the migrants and members of their families authorized to accompany or join them; and
- (d) the safeguarding of the welfare, during the journey and in particular on board ship, of migrants and members of their families authorized to accompany or join them.

Article 7

1. In cases where the number of migrants for employment going from the territory of one Member to that of another is sufficiently large, the competent authorities of the territories concerned shall, whenever necessary or desirable, enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Annex.

2. Where the members maintain a system of supervision over contracts of employment, such agreements shall indicate the methods by which the contractual obligations of the employers shall be enforced.

Article 8

Any person who promotes clandestine or illegal immigration shall be subject to appropriate penalties.

ANNEX II

**RECRUITMENT, PLACING AND CONDITIONS OF LABOUR
OF MIGRANTS FOR EMPLOYMENT RECRUITED UNDER
GOVERNMENT-SPONSORED ARRANGEMENTS FOR
GROUP TRANSFER**

Article 1

This Annex applies to migrants for employment who are recruited under Government-sponsored arrangements for group transfer.

Article 2

For the purpose of this Annex—

(a) the term “recruitment” means—

(i) the engagement of a person in one territory on behalf of an employer in another territory under a Government-sponsored arrangement for group transfer, or

(ii) the giving of an undertaking to a person in one territory to provide him with employment in another territory under a Government-sponsored arrangement for group transfer,

together with the making of any arrangements in connection with the operations mentioned in (i) and (ii) including the seeking for and selection of emigrants and the preparation for departure of the emigrants;

(b) the term “introduction” means any operations for ensuring or facilitating the arrival in or admission to a territory of persons who have been recruited under a Government-sponsored arrangement for group transfer within the meaning of subparagraph (a) of this paragraph; and

(c) the term “placing” means any operations for the purpose of ensuring or facilitating the employment of persons who have been introduced under a Government-sponsored arrangement for group transfer within the meaning of subparagraph (b) of this paragraph.

Article 3

1. Each Member for which this Annex is in force, the laws and regulations of which permit the operations of recruitment, introduction and placing

as defined in Article 2, shall regulate such of the said operations as are permitted by its laws and regulations in accordance with the provisions of this Article.

2. Subject to the provisions of the following paragraph, the right to engage in the operations of recruitment, introduction and placing shall be restricted to—

- (a) public employment offices or other public bodies of the territory in which offices or other public bodies of the territory in which the operations take place;
- (b) public bodies of a territory other than that in which the operations take place which are authorized to operate in that territory by agreement between the Governments concerned;
- (c) any body established in accordance with the terms of an international instrument.

3. In so far as national laws and regulations or a bilateral arrangement permit, and subject, if necessary in the interest of the migrant, to the approval and supervision of the competent authority, the operations of recruitment, introduction and placing may be undertaken by—

- (a) the prospective employer or a person in his service acting on his behalf;
- (b) private agencies.

4. The right to engage in the operations of recruitment, introduction and placing shall be subject to the prior authorization of the competent authority of the territory where the said operations are to take place in such cases and under such conditions as may be prescribed by—

- (a) the laws and regulations of that territory, or
- (b) agreement between the competent authority of the territory of emigration or any body established in accordance with the terms of an international instrument and the competent authority of the territory of immigration.

5. The competent authority of the territory where the operations take place shall, in accordance with any agreements made between the competent authorities concerned, supervise the activities of bodies and persons to whom authorizations have been issued in pursuance of the preceding paragraph, other than any body established in accordance with the terms of an international instrument, the position of which shall continue to be governed by the terms of the said instrument or by any agreement made between the body and the competent authority concerned.

6. Before authorizing the introduction of migrants for employment the competent authority of the territory of immigration shall ascertain whether there is not a sufficient number of persons already available capable of doing the work in question.

7. Nothing in this Article shall be deemed to permit the acceptance of a migrant for employment for admission to the territory of any Member by any person or body other than the competent authority of the territory of immigration.

Article 4

1. Each Member for which this Annex is in force undertakes to ensure that the services rendered by its public employment service in connection with the recruitment, introduction or placing of migrants for employment are rendered free.

2. The administrative costs of recruitment, introduction and placing shall not be borne by the migrants.

Article 5

In the case of collective transport of migrants from one country to another necessitating passage in transit through a third country, the competent authority of the territory of transit shall take measures for expediting the passage, to avoid delays and administrative difficulties.

Article 6

1. Each Member for which this Annex is in force which maintains a system of supervision of contracts of employment between an employer, or a person acting on his behalf, and a migrant for employment undertakes to require—

- (a) that a copy of the contract of employment shall be delivered to the migrant before departure or, if the Governments concerned so agree, in a reception centre on arrival in the territory of immigration;
- (b) that the contract shall contain provisions indicating the conditions of work and particularly the remuneration offered to the migrant;
- (c) that the migrant shall receive in writing before departure, by a document which relates either to him individually or to a group of migrants of which he is a member, information concerning the general conditions of life and work applicable to him in the territory of immigration.

2. Where a copy of the contract is to be delivered to the migrant on arrival in the territory of immigration, he shall be informed in writing before departure, by a document which relates either to him individually or to a group of migrants of which he is a member, of the occupational category for which he is engaged and the other conditions of work, in particular the minimum wage which is guaranteed to him.

3. The competent authority shall ensure that the provisions of the preceding paragraphs are enforced and that appropriate penalties are applied in respect of violations thereof.

Article 7

1. The measures taken under Article 4 of this Convention shall, as appropriate, include—

- (a) the simplification of administrative formalities;
- (b) the provision of interpretation services;
- (c) any necessary assistance, during an initial period in the settlement of the migrants and members of their families authorized to accompany or join them;
- (d) the safeguarding of the welfare, during the journey and in particular on board ship, of migrants and members of their families authorized to accompany or join them; and
- (e) permission for the liquidation and transfer of the property of migrants for employment admitted on a permanent basis.

Article 8

Appropriate measures shall be taken by the competent authority to assist migrants for employment, during an initial period, in regard to

matters concerning their conditions of employment; where appropriate, such measures may be taken in co-operation with approved voluntary organizations.

Article 9

If a migrant for employment introduced into the territory of a Member in accordance with the provisions of Article 3 of this Annex fails, for a reason for which he is not responsible, to secure the employment for which he has been recruited or other suitable employment, the cost of his return and that of the members of his family who have been authorized to accompany or join him, including administrative fees, transport and maintenance charges to the final destination, and charges for the transport of household belongings, shall not fall upon the migrant.

Article 10

If the competent authority of the territory of immigration considers that the employment for which a migrant for employment was recruited under Article 3 of this Annex has been found to be unsuitable, it shall take appropriate measures to assist him in finding suitable employment which does not prejudice national workers and shall take such steps as will ensure his maintenance pending placing in such employment, or his return to the area of recruitment if the migrant is willing or agreed to such return at the time of his recruitment, or his resettlement elsewhere.

Article 11

If a migrant for employment who is a refugee or a displaced person and who has entered a territory of immigration in accordance with Article 3 of this Annex becomes redundant in any employment in that territory, the competent authority of that territory shall use its best endeavours to enable him to obtain suitable employment which does not prejudice national workers, and shall take such steps as will ensure his maintenance pending placing in suitable employment or his resettlement elsewhere.

Article 12

1. The competent authorities of the territories concerned shall enter into agreements for the purpose of regulating matters of common concern arising in connection with the application of the provisions of this Annex.

2. Where the Members maintain a system of supervision over contracts of employment, such agreements shall indicate the methods by which the contractual obligations of the employer shall be enforced.

3. Such agreements shall provide, where appropriate, for co-operation between the competent authority of the territory of emigration or a body established in accordance with the terms of an international instrument and the competent authority of the territory of immigration, in respect of the assistance to be given to migrants concerning their conditions of employment in virtue of the provisions of Article 8.

Article 13

Any person who promotes clandestine or illegal immigration shall be subject to appropriate penalties.

ANNEX III

IMPORTATION OF THE PERSONAL EFFECTS, TOOLS AND EQUIPMENT OF MIGRANTS FOR EMPLOYMENT

Article 1

1. Personal effects belonging to recruited migrants for employment and members of their families who have been authorized to accompany or join them shall be exempt from customs duties on arrival in the territory of immigration.

2. Portable hand-tools and portable equipment of the kind normally owned by workers for the carrying out of their particular trades belonging to recruited migrants for employment and members of their families who have been authorized to accompany or join them shall be exempt from customs duties on arrival in the territory of immigration if such tools and equipment can be shown at the time of importation to be in their actual ownership or possession, to have been in their possession and use for an appreciable time, and to be intended to be used by them in the course of their occupation.

Article 2

1. Personal effects belonging to migrants for employment and members of their families who have been authorized to accompany or join them shall be exempt from customs duties on the return of the said persons to their country of origin if such persons have retained the nationality of that country at the time of their return there.

2. Portable hand-tools and portable equipment of the kind normally owned by workers for the carrying out of their particular trades belonging to migrants for employment and members of their families who have been authorized to accompany or join them shall be exempt from customs duties on return of the said persons to their country of origin if such persons have retained the nationality of that country at the time of their return there and if such tools and equipment can be shown at the time of importation to be in their actual ownership or possession, to have been in their possession and use for an appreciable time, and to be intended to be used by them in the course of their occupation.

Appendix 5.—Recommendation No. 86 concerning Migration for Employment (Revised 1949)

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and

Having decided upon the adoption of certain proposals with regard to the revision of the Migration for Employment Recommendation, 1939, and the Migration for Employment (Co-operation between States) Recommendation, 1939, adopted by the Conference at its Twenty-fifth Session, which are included in the eleventh item on the agenda of the session, and

Having determined that these proposals shall take the form of a Recommendation, adopts this first day of July of the year one thousand nine hundred and forty-nine the following Recommendation, which may be cited as the Migration for Employment Recommendation (Revised), 1949:

The Conference,

Having adopted the Migration for Employment Convention (Revised), 1949, and

Desiring to supplement its provisions by a Recommendation;
Recommends as follows:

I

1. For the purpose of this Recommendation—

- (a) the term “migrant for employment” means a person who migrates from one country to another with a view to being employed otherwise than on his own account and includes any person regularly admitted as a migrant for employment;
- (b) the term “recruitment” means—
 - (i) the engagement of a person in one territory on behalf of an employer in another territory, or
 - (ii) the giving of an undertaking to a person in one territory to provide him with employment in another territory, together with the making of any arrangements in connection with the operations mentioned in (i) and (ii) including the seeking for and selection of emigrants and the preparation for departure of the emigrants;
- (c) the term “introduction” means any operations for ensuring or facilitating the arrival in or admission to a territory of persons who have been recruited within the meaning of subparagraph (b);
- (d) the term “placing” means any operations for the purpose of ensuring or facilitating the employment of persons who have been introduced within the meaning of subparagraph (c).

2. For the purpose of this Recommendation, references to the Government or competent authority of a territory of emigration should be interpreted as referring, in the case of migrants who are refugees or displaced persons, to any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government.

3. This recommendation does not apply to—

- (a) frontier workers;
- (b) short-term entry of members of the liberal professions and artistes; and
- (c) seamen.

II

4. (1) It should be the general policy of Members to develop and utilize all possibilities of employment and for this purpose to facilitate the international distribution of manpower and in particular the movement of manpower from countries which have a surplus of manpower to those countries that have a deficiency.

(2) The measures taken by each Member should have due regard to the manpower situation in the country and the Government should consult the appropriate organizations of employers and workers on all general questions concerning migration for employment.

III

5. (1) The free service provided in each country to assist migrants and their families and in particular to provide them with accurate information should be conducted—

- (a) by public authorities; or
- (b) by one or more voluntary organizations not conducted with a view to profit, approved for the purpose by the public authorities, and subject to the supervision of the said authorities; or
- (c) partly by the public authorities and partly by one or more voluntary organizations fulfilling the conditions stated in subparagraph (b) of this Paragraph.

(2) The service should advise migrants and their families, in their languages or dialects or at least in a language which they can understand, on matters relating to emigration, immigration, employment and living conditions, including health conditions in the place of destination, return to the country of origin or of emigration, and generally speaking any other question which may be of interest to them in their capacity as migrants.

(3) The service should provide facilities for migrants and their families with regard to the fulfilment of administrative formalities and other steps to be taken in connection with the return of the migrants to the country of origin or of emigration, should the case arise.

(4) With a view to facilitating the adaptation of migrants, preparatory courses should, where necessary, be organized to inform the migrants of the general conditions and the methods of work prevailing in the country of immigration, and to instruct them in the language of that country. The countries of emigration and immigration should mutually agree to organize such courses.

6. On request, information should be made available by Members to the International Labour Office and to other Members concerning their emigration laws and regulations, including administrative provisions relating to restrictions on emigration and facilities granted to emigrants, and appropriate details concerning the categories of persons wishing to emigrate.

7. On request, information should be made available by Members to the International Labour Office and to other Members concerning their immigration laws and regulations, including administrative provisions, entry permits where needed, number and occupational qualifications of immigrants desired, laws and regulations affecting admission of migrants to employment, and any special facilities granted to migrants and measures to facilitate their adaption to the economic and social organization of the country of immigration.

8. There should, as far as possible, be a reasonable interval between the publication and the coming into force of any measure altering the conditions on which emigration or immigration or the employment of migrants is permitted in order that these conditions may be notified in good time to persons who are preparing to emigrate.

9. Provision should be made for adequate publicity to be given at appropriate stages to the principal measures referred to in the preceding Paragraph, such publicity to be in the languages most commonly known to the migrants.

10. Migration should be facilitated by such measures as may be appropriate—

- (a) to ensure that migrants for employment are provided in case of necessity with adequate accommodation, food and clothing on arrival in the country of immigration;

- (b) to ensure, where necessary, vocational training so as to enable the migrants for employment to acquire the qualifications required in the country of immigration;
- (c) to permit, taking into account the limits allowed by national laws and regulations concerning export and import of currency, the transfer of such part of the earnings and savings of migrants for employment as the migrants may desire;
- (d) to arrange, in the case of permanent migration, for the transfer, where desired, to the country of immigration, of the capital of migrants for employment, within the limits allowed by national laws and regulations concerning export and import of currency;
- (e) to provide access to schools for migrants and members of their families.

11. Migrants and the members of their families should be assisted in obtaining access to recreation and welfare facilities, and steps should be taken where necessary to ensure that special facilities are made available during the initial period of settlement in the country of immigration.

12. In the case of migrants under Government-sponsored arrangements for group transfer, medical assistance should be extended to such migrants in the same manner as provided for nationals.

IV

13. (1) Where necessary in the interest of the migrant, Members should require that any intermediary who undertakes the recruitment, introduction or placing of migrants for employment on behalf of an employer must obtain a written warrant from the employer, or some other document proving that he is acting on the employer's behalf.

(2) This document should be drawn up in, or translated into, the official language of the country of emigration and should set forth all necessary particulars concerning the employer, concerning the nature and scope of the recruitment, introduction or placing which the intermediary is to undertake, and concerning the employment offered, including the remuneration.

14. (1) The technical selection of migrants for employment should be carried out in such a way as to restrict migration as little as possible while ensuring that the migrants are qualified to perform the required work.

(2) Responsibility for such selection should be entrusted—

(a) to official bodies; or

(b) where appropriate, to private bodies of the territory of immigration duly authorized and, where necessary in the interest of the migrant, supervised by the competent authority of the territory of emigration.

(3) The right to engage in selection should be subject to the prior authorization of the competent authority of the territory where the said operation takes place, in such cases and under such conditions as may be prescribed by the laws and regulations of that territory, or by agreement between the Government of the territory of emigration and the Government of the territory of immigration.

(4) As far as possible, intending migrants for employment should, before their departure from the territory of emigration, be examined for purposes of occupational and medical selection by a representative of the competent authority of the territory of immigration.

(5) If recruitment takes place on a sufficiently large scale there should be arrangements for close liaison and consultation between the competent authorities of the territories of emigration and immigration concerned.

(6) The operations referred to in the preceding subparagraphs of this Paragraph should be carried out as near as possible to the place where the intending migrant is recruited.

15. (1) Provision should be made by agreement for authorization to be granted for a migrant for employment introduced on a permanent basis to be accompanied or joined by the members of his family.

(2) The movement of the members of the family of such a migrant authorized to accompany or join him should be specially facilitated by both the country of emigration and the country of immigration.

(3) For the purposes of this Paragraph, the members of the family of a migrant for employment should include his wife and minor children; favourable consideration should be given to requests for the inclusion of other members of the family dependent upon the migrant.

V

16. (1) Migrants for employment authorized to reside in a territory and the members of their families authorized to accompany or join them should as far as possible be admitted to employment in the same conditions as nationals.

(2) In countries in which the employment of migrants is subject to restrictions, these restrictions should as far as possible—

(a) cease to be applied to migrants who have regularly resided in the country for a period, the length of which should not, as a rule, exceed five years; and

(b) cease to be applied to the wife and children of an age to work who have been authorized to accompany or join the migrant, at the same time as they cease to be applied to the migrant.

17. In countries where the number of migrants for employment is sufficiently large, the conditions of employment of such workers should be specially supervised, such supervision being undertaken according to circumstances either by a special inspection service or by labour inspectors or other officials specializing in this work.

VI

18. (1) When a migrant for employment has been regularly admitted to the territory of a Member, the said Member should, as far as possible, refrain from removing such person or the members of his family from its territory on account of his lack of means or the state of the employment market, unless an agreement to this effect has been concluded between the competent authorities of the emigration and immigration territories concerned.

(2) Any such agreement should provide—

(a) that the length of time the said migrant has been in the territory of immigration shall be taken into account and that in principle no migrant shall be removed who has been there for more than five years;

(b) that the migrant must have exhausted his rights to unemployment insurance benefit;

(c) that the migrant must have been given reasonable notice so as to give him time, more particularly to dispose of his property;

(d) that suitable arrangements shall have been made for his transport and that of the members of his family;

- (e) that the necessary arrangements shall have been made to ensure that he and the members of his family are treated in a humane manner; and
- (f) that the costs of the return of the migrant and the members of his family and of the transport of their household belongings to their final destination shall not fall on him.

19. Appropriate steps should be taken by the authorities of the territories concerned to consult the employers' and workers' organizations concerning the operations of recruitment, introduction and placing of migrants for employment.

VII

20. When migrants for employment or members of their families who have retained the nationality of their State of origin return there, that country should admit such persons to the benefit of any measures in force for the granting of poor relief and unemployment relief, and for promoting the re-employment of the unemployed, by exempting them from the obligation to comply with any condition as to previous residence or employment in the country or place.

VIII

21. (1) Members should in appropriate cases supplement the Migration for Employment Convention (Revised), 1949, and the preceding paragraphs of the present Recommendation by bilateral agreements, which should specify the methods of applying the principles set forth in the Convention and in the Recommendation.

(2) In concluding such agreements, Members should take into account the provisions of the Model Agreement annexed to the present Recommendation in framing appropriate clauses for the organization of migration for employment and the regulation of the conditions of transfer and employment of migrants, including refugees and displaced persons.

ANNEX

Model Agreement on Temporary and Permanent Migration for Employment, including Migration of Refugees and Displaced Persons¹

ARTICLE 1. EXCHANGE OF INFORMATION

1. The competent authority of the territory of immigration shall periodically furnish appropriate information to the competent authority of the territory of emigration [or in the case of refugees and displaced persons, to any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] concerning—

- (a) legislative and administrative provisions relating to entry, employment, residence and *settlement* of migrant *and of their families*;
- (b) the number, the categories and the occupational qualifications of the migrants desired;

¹ The phrases and passages in italics refer primarily to permanent migration; those enclosed within square brackets refer solely to migration of refugees and displaced persons.

- (c) the conditions of life and work for the migrants and, in particular, cost of living and minimum wages according to occupational categories and regions of employment, supplementary allowances, if any, nature of employments available, bonus on engagement, if any, social security systems and medical assistance, provisions concerning transport of migrants and of their tools and belongings, housing conditions and provisions for the supply of food and clothing, measures relating to the transfer of the migrants' savings and other sums due in virtue of this Agreement;
- (d) special facilities, if any, for migrants;
- (e) facilities for general education and vocational training for migrants;
- (f) *measures designed to promote rapid adaptation of migrants;*
- (g) *procedure and formalities required for naturalization.*

2. The competent authority of the territory of emigration [or in the case of refugees and displaced persons, any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] shall bring this information to the attention of persons or bodies interested.

3. The competent authority of the territory of emigration [or in the case of refugees and displaced persons, any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] shall periodically furnish appropriate information to the competent authority of the territory of immigration concerning—

- (a) legislative and administrative provisions relating to emigration;
- (b) the number and occupational qualifications of intending emigrants, *as well as the composition of their families;*
- (c) the social security system;
- (d) special facilities, if any, for migrants;
- (e) *the environment and living conditions to which migrants are accustomed;*
- (f) *the provisions in force regarding the export of capital.*

4. The competent authority of the territory of immigration shall bring this information to the attention of persons or bodies interested.

5. The information mentioned in paragraphs 1 to 4 above shall also be transmitted by the respective parties to the International Labour Office.

ARTICLE 2. ACTION AGAINST MISLEADING PROPAGANDA

1. The parties agree, with regard to their respective territories, to take all practical steps, so far as national laws and regulations permit, against misleading propaganda relating to emigration and immigration.

2. For this purpose the parties will, where appropriate, act in co-operation with the competent authorities of other countries concerned.

ARTICLE 3. ADMINISTRATIVE FORMALITIES

The parties agree to take measures with a view to accelerating and simplifying the carrying out of administrative formalities relating to departure, travel, entry, residence, and *settlement* of migrants and as far as possible for the members of their families. Such measures shall include the provision of an interpretation service, where necessary.

ARTICLE 4. VALIDITY OF DOCUMENTS

1. The parties shall determine the conditions to be met for purposes of recognition in the territory of immigration of any document issued by the competent authority of the territory of emigration in respect of migrants *and members of their families* [or in the case of refugees and displaced persons, by any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] concerning—

- (a) civil status;
- (b) legal status;
- (c) occupational qualifications;
- (d) general education and vocational training; and
- (e) participation in social security systems.

2. The parties shall also determine the application of such recognition.

[3. In the case of refugees and displaced persons, the competent authority of the territory of immigration shall recognize the validity of any travel document issued in lieu of a national passport by the competent authority of the territory of emigration and, in particular, of travel documents issued in accordance with the terms of an international Agreement (*e.g.*, the travel document established by the Agreement of 15 October 1946, and the Nansen passport).]

ARTICLE 5. CONDITIONS AND CRITERIA OF MIGRATION

1. The parties shall jointly determine—

- (a) the requirements for migrants *and members of their families*, as to age, physical aptitude and health, as well as the occupational qualifications for the various branches of economic activity and for the various occupational categories;
- (b) *the categories of the members of the migrants' families authorized to accompany or to join them.*

2. The parties shall also determine, in accordance with the provisions of Article 28 of this Agreement—

- (a) the numbers and occupational categories of migrants to be recruited in the course of a stated period;
- (b) the areas of recruitment and the areas of placing and settlement [except that in the case of refugees and displaced persons the determination of the areas of recruitment shall be reserved to any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government].

3. In order to recruit migrants required to meet the technical needs of the territory of immigration and who can adapt themselves easily to the conditions in the territory of immigration, the parties shall determine criteria to govern technical selection of the migrants.

4. In drawing up these criteria, the two parties shall take into consideration—

- (a) with respect to medical selection:

- (i) the nature of the medical examination which migrants shall undergo (general medical examination, X-ray examination, laboratory examination, etc.);

- (ii) the drawing up of lists of diseases and physical defects which clearly constitute a disability for employment in certain occupations;
- (iii) minimum health provisions prescribed by international health conventions and relating to movement of population from one country to another;
- (b) with respect to vocational selection:
 - (i) qualifications required of migrants with respect to each occupation or groups of occupations;
 - (ii) enumeration of alternative occupations requiring similar qualifications or capacities on the part of the workers in order to fulfil the needs of specified occupations for which it is difficult to recruit a sufficient number of qualified workers;
 - (iii) development of psycho-technical testing;
- (c) with respect to selection based on the age of migrants, flexibility to be given to the application of age criteria in order to take into consideration on the one hand the requirements of various occupations and, on the other, the varying capacities of different individuals at a given age.

ARTICLE 6. ORGANIZATION OF RECRUITMENT, INTRODUCTION AND PLACING

1. The bodies or persons which engage in the operations of recruitment, introduction and placing of migrants *and of members of their families* shall be named by the competent authorities of the respective territories [or in the case of refugees and displaced persons, by any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government on the one hand and the competent authority of the territory of immigration on the other] subject to the approval of both parties.

2. Subject to the provisions of the following paragraphs, the right to engage in the operations of recruitment, introduction and placing shall be restricted to—

- (a) public employment offices or other public bodies of the territory in which the operations take place;
- (b) public bodies of a territory other than that in which the operations take place which are authorized to operate in that territory by an agreement between the parties;
- (c) any body established in accordance with the terms of an international instrument.

3. In addition, in so far as the national laws and regulations of the parties permit and subject to the approval and supervision of the competent authorities of the parties, the operations of recruitment, introduction and placing may be undertaken by—

- (a) the prospective employer or a person in his service acting on his behalf; and
- (b) private agencies.

4. The administrative costs of recruitment, introduction and placing shall not be borne by the migrants.

ARTICLE 7. SELECTION TESTING

1. An intending migrant shall undergo an appropriate examination in the territory of emigration; any such examination should inconvenience him as little as possible.

2. With respect to the organization of the selection of migrants, the parties shall agree on—

- (a) recognition and composition of official agencies or private bodies authorized by the competent authority of the territory of immigration to carry out selection operations in the territory of emigration;
- (b) organization of selection examinations, the centres where they are to be carried out, and allocation of expenses resulting from these examinations;
- (c) co-operation of the competent authorities of the two parties and in particular of their employment services in organizing selection.

ARTICLE 8. INFORMATION AND ASSISTANCE OF MIGRANTS

1. The migrant accepted after medical and occupational examination in the assembly or selection centre shall receive, in a language that he understands, all information he may still require as to the nature of the work for which he has been engaged, the region of employment, the undertaking to which he is assigned, travel arrangements and the conditions of life and work including health and related matters in the country and region to which he is going.

2. On arrival in the country of destination, and at a reception centre if such exists, or at the place of residence, migrants *and the members of their families* shall receive all the documents which they need for their work, their residence *and their settlement* in the country, as well as information, instruction and advice regarding conditions of life and work, and any other assistance that they may need to adapt themselves to the conditions in the country of immigration.

ARTICLE 9. EDUCATION AND VOCATIONAL TRAINING

The parties shall co-ordinate their activities concerning the organization of educational courses for migrants, which shall include general information on the country of immigration, instruction in the language of that country, and vocational training.

ARTICLE 10. EXCHANGE OF TRAINEES

The parties agree to further the exchange of trainees, and to determine in a separate agreement the conditions governing such exchanges.

ARTICLE 11. CONDITIONS OF TRANSPORT

1. During the journey from their place of residence to the assembly or selection centre, as well as during their stay in the said centre, migrants, *and the members of their families* shall receive from the competent authority of the territory of emigration [or in the case of refugees and displaced persons, from any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] any assistance which they may require.

2. The competent authorities of the territories of emigration and immigration shall, each within its own jurisdiction, safeguard the health and welfare of, and render assistance to, migrants *and the members of their families* during the journey from the assembly or selection centre to the place of their employment, as well as during their stay in a reception centre if such exists.

3. Migrants *and members of their families* shall be transported in a manner appropriate for human beings and in conformity with the laws and regulations in force.

4. The parties shall agree upon the terms and conditions for the application of the provisions of this Article.

ARTICLE 12. TRAVEL AND MAINTENANCE EXPENSES

The parties shall agree upon the methods for meeting the cost of travel of the migrants *and the members of their families* from the place of their residence to the place of their destination, and the cost of their maintenance while travelling, sick or hospitalized, as well as the cost of transport of their personal belongings.

ARTICLE 13. TRANSFER OF FUNDS

1. The competent authority of the territory of emigration shall, as far as possible and in conformity with national laws and regulations concerning the import and export of foreign currency, authorize and provide facilities for migrants *and for members of their families* to withdraw from their country such sums as they may need for their initial settlement abroad.

2. The competent authority of the territory or immigration shall, as far as possible and in conformity with national laws and regulations concerning the import and export of foreign currency, authorize and provide facilities for the periodical transfer to the territory of emigration of migrants' savings and of any other sums due in virtue of this Agreement.

3. The transfers of funds mentioned in paragraphs 1 and 2 above shall be made at the prevailing official rate of exchange.

4. The parties shall take all measures necessary for the simplification and acceleration of administrative formalities regarding the transfer of funds so that such funds may be available with the least possible delay to those entitled to them.

5. The parties shall determine if and under what conditions a migrant may be required to remit part of his wages for the maintenance of his family remaining in his country or in the territory from which he emigrated.

ARTICLE 14. ADAPTATION AND NATURALIZATION

The competent authority of the territory of immigration shall take measures to facilitate adaptation to national climatic, economic and social conditions and facilitate the procedure of naturalization of migrants and of members of their families.

ARTICLE 15. SUPERVISION OF LIVING AND WORKING CONDITIONS

1. Provision shall be made for the supervision by the competent authority or duly authorized bodies of the territory of immigration of the living and working conditions, including hygienic conditions, to which the migrants are subject.

2. With respect to temporary migrants, the parties shall provide, where appropriate, for authorized representatives of the territory of emigration [or in the case of refugees and displaced persons, of any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] to co-operate with the competent authority or duly authorized bodies of the territory of immigration in carrying out this supervision.

3. During a fixed period, the duration of which shall be determined by the parties, migrants shall receive special assistance in regard to matters concerning their conditions of employment.

4. Assistance with respect to the employment and living conditions of the migrants may be given either through the regular labour inspection service of the territory of immigration or through a special service for migrants, in co-operation where appropriate with approved voluntary organizations.

5. Provision shall be made where appropriate for the co-operation of representatives of the territory of emigration [or in the case of refugees and displaced persons, of any body established in accordance with the terms of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government] with such services.

ARTICLE 16. SETTLEMENT OF DISPUTES

1. In case of a dispute between a migrant and his employer, the migrant shall have access to the appropriate courts or shall otherwise obtain redress for his grievances, in accordance with the laws and regulations of the territory of immigration.

2. The authorities shall establish such other machinery as is necessary to settle disputes arising out of the Agreement.

ARTICLE 17. EQUALITY OF TREATMENT

1. The competent authority of the territory of immigration shall grant to migrants *and to members of their families* with respect to employment in which they are eligible to engage treatment no less favourable than that applicable to its own nationals in virtue of legal or administrative provisions or collective labour agreements.

2. Such equality of treatment shall apply, without discrimination in respect of nationality, race, religion or sex, to immigrants lawfully within the territory of immigration in respect of the following matters:

- (a) in so far as such matters are regulated by laws or regulations or are subject to the control of administrative authorities,
 - (i) remuneration, including family allowances where these form part of remuneration, hours of work, weekly rest days, over-time arrangements, holidays with pay and other regulations concerning employment, including limitations on home work, minimum age provisions, women's work, and the work of young persons;
 - (ii) membership of trade unions and enjoyment of the benefits of collective bargaining;
 - (iii) admission to schools, to apprenticeship and to courses or schools for vocational or technical training, provided that this does not prejudice nationals of the country of immigration;
 - (iv) recreation and welfare measures;
- (b) employment taxes, dues or contributions payable in respect of the persons employed;
- (c) hygiene, safety and medical assistance;
- (d) legal proceedings relating to the matters referred to in this Agreement.

ARTICLE 18. ACCESS TO TRADES AND OCCUPATIONS AND THE RIGHT TO ACQUIRE PROPERTY

Equality of treatment shall also apply to—

- (a) *access to trades and occupations to the extent permitted under national laws and regulations;*
- (b) *acquisition, possession and transmission of urban or rural property.*

ARTICLE 19. SUPPLY OF FOOD

The treatment applied to migrants *and the members of their families* shall be the same as that applied to national workers in the same occupation as regards the supply of food.

ARTICLE 20. HOUSING CONDITIONS

The competent authority of the territory of immigration shall ensure that migrants *and the members of their families* have hygienic and suitable housing, in so far as the necessary housing is available.

ARTICLE 21. SOCIAL SECURITY

1. The two parties shall determine in a separate agreement the methods of applying a system of social security to migrants and their dependants.

2. *Such agreement shall provide that the competent authority of the territory of immigration shall take measures to ensure to the migrants and their dependants treatment not less favourable than that afforded by it to its nationals, except where particular residence qualifications apply to nationals.*

3. *The agreement shall embody appropriate arrangements for the maintenance of migrants' acquired rights and rights in course of acquisition framed with due regard to the principles of the Maintenance of Migrants' Pension Rights Convention, 1935, or of any revision of that Convention.*

4. The agreement shall provide that the competent authority of the territory of immigration shall take measures to grant to temporary migrants and their dependants treatment not less favourable than that afforded by it to its nationals, subject in the case of compulsory pension schemes to appropriate arrangements being made for the maintenance of migrants' acquired rights and rights in course of acquisition.

ARTICLE 22. CONTRACTS OF EMPLOYMENT

1. In countries where a system of model contracts is used, the individual contract of employment for migrants shall be based on a model contract drawn up by the parties for the principal branches of economic activity.

2. The individual contract of employment shall set forth the general conditions of engagement and of employment provided in the relevant model contract and shall be translated into a language which the migrant understands. A copy of the contract shall be delivered to the migrant before departure from the territory of emigration or, if it is agreed between the two parties concerned, in a reception centre on arrival in the territory of immigration. In the latter case before departure the migrant shall be informed in writing by a document which relates either to him individually or to a group of migrants of which he is a member, of the occupational category in which he is to be engaged and the other conditions of work, in particular the minimum wage which is guaranteed to him.

3. The individual contract of employment shall contain necessary information, such as—

- (a) the full name of the worker as well as the date and place of birth, his family status, his place of residence and of recruitment;
- (b) the nature of the work, and the place where it is to be performed;
- (c) the occupational category in which he is placed;
- (d) remuneration for ordinary hours of work, overtime, night work and holidays, and the medium for wage payment;
- (e) bonuses, indemnities and allowances, if any;
- (f) conditions under which and extent to which the employer may be authorized to make any deductions from remuneration;
- (g) conditions regarding food if food is to be provided by the employer;
- (h) the duration of the contract as well as the conditions of renewal and denunciation of the contract;
- (i) the conditions under which entry and residence in the territory of immigration are permitted;
- (j) the method of meeting the expenses of the journey of the migrant *and the members of his family*;
- (k) in case of temporary migration, the method of meeting the expenses of return to the home country or the territory of migration, as appropriate;
- (l) the grounds on which a contract may be prematurely terminated.

ARTICLE 23. CHANGE OF EMPLOYMENT

1. If the competent authority of the territory of immigration considers that the employment for which the migrant has been recruited does not correspond to his physical capacity or occupational qualifications, the said authority shall provide facilities for placing the said migrant in an employment corresponding to his capacity or qualifications, and in which he may be employed in accordance with national laws or regulations.

2. During periods of unemployment, if any, the method of maintaining the migrant *and the dependent members of his family authorized to accompany or join him* shall be determined by arrangements made under a separate agreement.

ARTICLE 24. EMPLOYMENT STABILITY

1. If before the expiration of the period of his contract the migrant for employment becomes redundant in the undertaking or branch of economic activity for which he was engaged, the competent authority of the territory of immigration shall, subject to the provisions of the contract, facilitate the placing of the said migrant in other suitable employment in which he may be employed in accordance with national laws or regulations.

2. If the migrant is not entitled to benefits under an unemployment insurance or assistance scheme, his maintenance, *as well as that of dependent members of his family*, during any period in which he is unemployed shall be determined by a separate agreement in so far as this is not inconsistent with the terms of his contract.

3. The provisions of this Article shall not affect the right of the migrant to benefit from any provisions that may be included in his contract in case it is prematurely terminated by the employer.

ARTICLE 25. PROVISION CONCERNING COMPULSORY RETURN

1. The competent authority of the territory of immigration undertakes that a migrant *and the members of his family who have been authorized to*

accompany or join him will not be returned to the territory from which he emigrated unless he so desires if, because of illness or injury, he is unable to follow his occupation.

2. The Government of the territory of immigration undertakes not to send refugees and displaced persons or migrants who do not wish to return to their country of origin for political reasons back to their territory of origin as distinct from the territory from which they were recruited, unless they formally express this desire by a request in writing addressed both to the competent authority of the territory of immigration and the representative of the body set up in accordance with the provisions of an international instrument which may be responsible for the protection of refugees and displaced persons who do not benefit from the protection of any Government.

ARTICLE 26. RETURN JOURNEY

1. The cost of the return journey of a migrant introduced under a plan sponsored by the Government of the territory of immigration, who is obliged to leave his employment for reasons for which he is not responsible, and who cannot, in virtue of national laws and regulations, be placed in an employment for which he is eligible, shall be regulated as follows:

- (a) the cost of the return journey of the migrant, and persons dependent upon him, shall in no case fall on the migrant himself;
- (b) supplementary bilateral agreements shall specify the method of meeting the cost of this return journey;
- (c) in any case, even if no provision to this effect is included in a bilateral agreement, the information given to migrants at the time of their recruitment shall specify what person or agency is responsible for defraying the cost of return in the circumstances mentioned in this Article.

2. In accordance with the methods of co-operation and consultation agreed upon under Article 28 of this Agreement, the two parties shall determine the measures necessary to organize the return home of the said persons and to assure to them in the course of the journey the conditions of health and welfare and the assistance which they enjoyed during the outward journey.

3. The competent authority of the territory of emigration shall exempt from customs duties on their arrival—

- (a) personal effects; and
- (b) portable hand-tools and portable equipment of the kind normally owned by workers for the carrying out of their particular trades, which have been in possession and use of the said persons for an appreciable time and which are intended to be used by them in the course of their occupation.

ARTICLE 27. DOUBLE TAXATION

The two parties shall determine in a separate agreement the measures to be taken to avoid double taxation on the earnings of a migrant for employment.

ARTICLE 28. METHODS OF CO-OPERATION

1. The two parties shall agree on the methods of consultation and co-operation necessary to carry out the terms of the Agreement.

2. When so requested by the representatives of the two parties the International Labour Office shall be associated with such consultation and co-operation.

ARTICLE 29. FINAL PROVISIONS

1. The parties shall determine the duration of the Agreement as well as the period of notice for termination.

2. The parties shall determine those provisions of this Agreement which shall remain in operation after expiration of this Agreement.

Appendix 6.—Convention No. 94 concerning Labour Clauses in Public Contracts

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8th June 1949, and

Having decided upon the adoption of certain proposals concerning labour clauses in public contracts, which is the sixth item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this twenty-ninth day of June of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Labour Clauses (Public Contracts) Convention, 1949:

Article 1

1. This Convention applies to contracts which fulfil the following conditions:

- (a) that one at least of the parties to the contract is a public authority;
- (b) that the execution of the contract involves—
 - (i) the expenditure of funds by a public authority; and
 - (ii) the employment of workers by the other party to the contract;
- (c) that the contract is a contract for—
 - (i) the construction, alteration, repair or demolition of public works;
 - (ii) the manufacture, assembly, handling or shipment of materials, supplies or equipment; or
 - (iii) the performance or supply of services; and
- (d) that the contract is awarded by a central authority of a Member of the International Labour Organization for which the Convention is in force.

2. The competent authority shall determine the extent to which and the manner in which the Convention shall be applied to contracts awarded by authorities other than central authorities.

3. This Convention applies to work carried out by subcontractors or assignees of contracts; appropriate measures shall be taken by the competent authority to ensure such application.

4. Contracts involving the expenditure of public funds of an amount not exceeding a limit fixed by the competent authority after consultation with the organizations of employers and workers concerned, where such exist, may be exempted from the application of this Convention.

5. The competent authority may, after consultation with the organizations of employers and workers concerned, where such exist, exclude from the application of this Convention persons occupying positions of management or of a technical, professional or scientific character, whose conditions of employment are not regulated by national laws or regulations, collective agreement or arbitration award and who do not ordinarily perform manual work.

Article 2

1. Contracts to which this Convention applies shall include clauses ensuring to the workers concerned wages (including allowances), hours of work and other conditions of labour which are not less favourable than those established for work of the same character in the trade or industry concerned in the district where the work is carried on—

- (a) by collective agreement or other recognized machinery of negotiation between organizations of employers and workers representative respectively of substantial proportions of the employers and workers in the trade or industry concerned; or
- (b) by arbitration award; or
- (c) by national laws or regulations.

2. Where the conditions of labour referred to in the preceding paragraph are not regulated in a manner referred to therein in the district where the work is carried on, the clauses to be included in contracts shall ensure to the workers concerned wages (including allowances), hours of work and other conditions of labour which are not less favourable than—

- (a) those established by collective agreement or other recognized machinery of negotiation, by arbitration, or by national laws or regulations, for work of the same character in the trade or industry concerned in the nearest appropriate district; or
- (b) the general level observed in the trade or industry in which the contractor is engaged by employers whose general circumstances are similar.

3. The terms of the clauses to be included in contracts and any variations thereof shall be determined by the competent authority, in the manner considered most appropriate to the national conditions, after consultation with the organizations of employers and workers concerned, where such exist.

4. Appropriate measures shall be taken by the competent authority, by advertising specifications or otherwise, to ensure that persons tendering for contracts are aware of the terms of the clauses.

Article 3

Where appropriate provisions relating to the health, safety and welfare of workers engaged in the execution of contracts are not already applicable

in virtue of national laws or regulations, collective agreement or arbitration award, the competent authority shall take adequate measures to ensure fair and reasonable conditions of health, safety and welfare for the workers concerned.

Article 4

The laws, regulations or other instrument giving effect to the provisions of this Convention—

(a) shall—

- (i) be brought to the notice of all persons concerned;
- (ii) define the persons responsible for compliance therewith; and
- (iii) require the posting of notices in conspicuous places at the establishments and workplaces concerned with a view to informing the workers of their conditions of work; and

(b) shall, except where other arrangements are operating to ensure effective enforcement, provide for the maintenance of—

- (i) adequate records of the time worked by, and the wages paid to, the workers concerned; and
- (ii) a system of inspection adequate to ensure effective enforcement.

Article 5

1. Adequate sanctions shall be applied, by the withholding of contracts or otherwise, for failure to observe and apply the provisions of labour clauses in public contracts.

2. Appropriate measures shall be taken, by the withholding of payments under the contract or otherwise, for the purpose of enabling the workers concerned to obtain the wages to which they are entitled.

Article 6

There shall be included in the annual reports to be submitted under Article 22 of the Constitution of the International Labour Organization full information concerning the measures by which effect is given to the provisions of this Convention.

Article 7

1. In the case of a Member the territory of which includes large areas where, by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may, after consultation with the organizations of employers and workers concerned, where such exist, exempt such areas from the application of this Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of which it proposes to have recourse to the provisions of the present Article and shall give the reasons for which it proposes to have recourse thereto; no Member shall, after the date of its first annual report, have recourse to the provisions of the present Article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of this Article shall, at intervals not exceeding three years, reconsider in consultation with the

organizations of employers and workers concerned, where such exist, the practicability of extending the application of the Convention to areas exempted in virtue of paragraph 1.

4. Each member having recourse to the provisions of this Article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of this Article and any progress which may have been made with a view to the progressive application of the Convention in such areas.

Article 8

The operation of the provisions of this Convention may be temporarily suspended by the competent authority, after consultation with the organizations of employers and workers concerned, where such exist, in cases of *force majeure* or in the event of emergency endangering the national welfare or safety.

Article 9

1. This Convention does not apply to contracts entered into before the coming into force of the Convention for the Member concerned.

2. The denunciation of this Convention shall not affect the application thereof in respect of contracts entered into while the Convention was in force.

Articles 10-19

(Standard Final Provisions, cf. Articles 7-16 of Convention No. 98 above.)

Appendix 7.—Recommendation No. 84 concerning Labour Clauses in Public Contracts

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June, 1949, and

Having decided upon the adoption of certain proposals concerning labour clauses in public contracts, which is the sixth item on the agenda of the session, and

Having decided that these proposals shall take the form of a Recommendation supplementing the Labour Clauses (Public Contracts) Convention, 1949,

adopts this twenty-ninth day of June of the year one thousand nine hundred and forty-nine the following Recommendation, which may be cited as the Labour Clauses (Public Contracts) Recommendation, 1949:

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto:

1. In cases where private employers are granted subsidies or are licensed to operate a public utility, provisions substantially similar to those of the labour clauses in public contracts should be applied.

2. Labour clauses in public contracts should prescribe, either directly or by reference to appropriate provisions contained in laws or regulations, collective agreements, arbitration awards or other recognized arrangements—

- (a) the normal and overtime rate of wages (including allowances) to be paid to the various categories of workers concerned;
- (b) the manner in which hours of work are to be regulated, including wherever appropriate—
 - (i) the number of hours that may be worked in any day, week or other specified period in respect of which normal rates of wages are to be paid;
 - (ii) the average number of hours that may be worked by persons working in successive shifts on continuous processes; and
 - (iii) where hours of work are calculated as an average, the period of time over which this average may be calculated and the normal maximum number of hours that may be worked in any specified period;
- (c) holiday and sick leave provisions.

Appendix 8.—Convention No. 95 concerning the Protection of Wages

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June, 1949, and

Having decided upon the adoption of certain proposals concerning the protection of wages, which is the seventh item on the agenda of the session, and

Having determined that these proposals shall take the form of an international Convention,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Protection of Wages Convention, 1949:

Article 1

In this Convention, the term “wages” means remuneration or earnings, however designated or calculated, capable of being expressed in terms of money and fixed by mutual agreement or by national laws or regulations, which are payable in virtue of a written or unwritten contract of employment by an employer to an employed person for work done or to be done or for services rendered or to be rendered.

Article 2

1. This Convention applies to all persons to whom wages are paid or payable.

2. The competent authority may, after consultation with the organizations of employers and employed persons directly concerned, if such exist, exclude from the application of all or any of the provisions of the Convention categories of persons whose circumstances and conditions of employment are such that the application to them of all or any of the said provisions would be inappropriate and who are not employed in manual labour or are employed in domestic service or work similar thereto.

3. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any categories of persons which it proposes to exclude from the application of all or any of the provisions of the Convention in accordance with the provisions of the preceding paragraph; no Member shall, after the date of its first annual report, make exclusions except in respect of categories of persons so indicated.

4. Each Member having indicated in its first annual report categories of persons which it proposes to exclude from the application of all or any of the provisions of the Convention shall indicate in subsequent annual reports any categories of persons in respect of which it renounces the right to have recourse to the provisions of paragraph 2 of this Article and any progress which may have been made with a view to the application of the Convention to such categories of persons.

Article 3

1. Wages payable in money shall be paid only in legal tender, and payment in the form of promissory notes, vouchers or coupons, or in any other form alleged to represent legal tender, shall be prohibited.

2. The competent authority may permit or prescribe the payment of wages by bank cheque or postal cheque or money order in cases in which payment in this manner is customary or is necessary because of special circumstances, or where a collective agreement or arbitration award so provides, or, where not so provided, with the consent of the worker concerned.

Article 4

1. National laws or regulations, collective agreements or arbitration awards may authorize the partial payment of wages in the form of allowances in kind in industries or occupations in which payment in the form of such allowances is customary or desirable because of the nature of the industry or occupation concerned; the payment of wages in the form of liquor of high alcoholic content or of noxious drugs shall not be permitted in any circumstances.

2. In cases in which partial payment of wages in the form of allowances in kind is authorized, appropriate measures shall be taken to ensure that—

- (a) such allowances are appropriate for the personal use and benefit of the worker and his family; and
- (b) the value attributed to such allowances is fair and reasonable.

Article 5

Wages shall be paid directly to the worker concerned except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award or where the worker concerned has agreed to the contrary.

Article 6

Employers shall be prohibited from limiting in any manner the freedom of the worker to dispose of his wages.

Article 7

1. Where works stores for the sale of commodities to the workers are established or services are operated in connection with an undertaking, the workers concerned shall be free from any coercion to make use of such stores or services.

2. Where access to other stores or services is not possible, the competent authority shall take appropriate measures with the object of ensuring that goods are sold and services provided at fair and reasonable prices, or that stores established and services operated by the employer are not operated for the purpose of securing a profit but for the benefit of the workers concerned.

Article 8

1. Deductions from wages shall be permitted only under conditions and to the extent prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Workers shall be informed, in the manner deemed most appropriate by the competent authority, of the conditions under which and the extent to which such deductions may be made.

Article 9

Any deduction from wages with a view to ensuring a direct or indirect payment for the purpose of obtaining or retaining employment, made by a worker to an employer or his representative or to any intermediary (such as a labour contractor or recruiter), shall be prohibited.

Article 10

1. Wages may be attached or assigned only in a manner and within limits prescribed by national laws or regulations.

2. Wages shall be protected against attachment or assignment to the extent deemed necessary for the maintenance of the worker and his family.

Article 11

1. In the event of the bankruptcy or judicial liquidation of an undertaking, the workers employed therein shall be treated as privileged creditors either as regards wages due to them for service rendered during such a period prior to the bankruptcy or judicial liquidation as may be prescribed by national laws or regulations, or as regards wages up to a prescribed amount as may be determined by national laws or regulations.

2. Wages constituting a privileged debt shall be paid in full before ordinary creditors may establish any claim to a share of the assets.

3. The relative priority of wages constituting a privileged debt and other privileged debts shall be determined by national laws or regulations.

Article 12

1. Wages shall be paid regularly. Except where other appropriate arrangements exist which ensure the payment of wages at regular intervals, the intervals for the payment of wages shall be prescribed by national laws or regulations or fixed by collective agreement or arbitration award.

2. Upon the termination of a contract of employment, a final settlement of all wages due shall be effected in accordance with national laws or

regulations, collective agreement or arbitration award or, in the absence of any applicable law, regulation, agreement or award, within a reasonable period of time having regard to the terms of the contract.

Article 13

1. The payment of wages where made in cash shall be made on working days only and at or near the workplace, except as may be otherwise provided by national laws or regulations, collective agreement or arbitration award, or where other arrangements known to the workers concerned are considered more appropriate.

2. Payment of wages in taverns or other similar establishments and, where necessary to prevent abuse, in shops or stores for the retail sale of merchandise and in places of amusement shall be prohibited except in the case of persons employed therein.

Article 14

Where necessary, effective measures shall be taken to ensure that workers are informed, in an appropriate and easily understandable manner—

- (a) before they enter employment and when any changes take place, of the conditions in respect of wages under which they are employed; and
- (b) at the time of each payment of wages, of the particulars of their wages for the pay period concerned, in so far as such particulars may be subject to change.

Article 15

The laws or regulations giving effect to the provisions of this Convention shall—

- (a) be made available for the information of persons concerned;
- (b) define the persons responsible for compliance therewith;
- (c) prescribe adequate penalties or other appropriate remedies for any violation thereof;
- (d) provide for the maintenance, in all appropriate cases, of adequate records in an approved form and manner.

Article 16

There shall be included in the annual reports to be submitted under Article 22 of the Constitution of the International Labour Organization full information concerning the measures by which effect is given to the provisions of this Convention.

Article 17

1. In the case of a Member the territory of which includes large areas where by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may, after consultation with the organizations of employers and workers concerned, where such exist, exempt such areas from the application of this Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of which

it proposes to have recourse to the provisions of the present Article and shall give the reasons for which it proposes to have recourse thereto; no Member shall, after the date of its first annual report, have recourse to the provision of the present Article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of this Article shall, at intervals not exceeding three years, reconsider in consultation with the organizations of employers and workers concerned, where such exist, the practicability of extending the application of the Convention to areas exempted in virtue of paragraph 1.

4. Each Member having recourse to the provisions of this Article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of this Article and any progress which may have been made with a view to the progressive application of the Convention in such areas.

Articles 18-27

(Standard Final Provisions cf. Articles 7-16 of Convention No. 98 above.)

Appendix 9.—Recommendation No. 85 concerning the Protection of Wages

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8th June 1949, and

Having decided upon the adoption of certain proposals concerning the protection of wages, which is the seventh item on the agenda of the session, and

Having decided that these proposals shall take the form of a Recommendation supplementing the Protection of Wages Convention, 1949,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Recommendation, which may be cited as the Protection of Wages Recommendation, 1949:

The Conference recommends that each Member should apply the following provisions as rapidly as national conditions allow and report to the International Labour Office as requested by the Governing Body concerning the measures taken to give effect thereto.

I. DEDUCTIONS FROM WAGES

1. All necessary measures should be taken to limit deductions from wages to the extent deemed to be necessary to safeguard the maintenance of the worker and his family.

2. (1) Deductions from wages for the reimbursement of loss of or damage to the products, goods or installations of the employer should be authorized only when loss or damage has been caused for which the worker concerned can be clearly shown to be responsible.

(2) The amount of such deductions should be fair and should not exceed the actual amount of the loss or damage.

(3) Before a decision to make such a deduction is taken, the worker concerned should be given a reasonable opportunity to show cause why the deduction should not be made.

3. Appropriate measures should be taken to limit deductions from wages in respect of tools, materials or equipment supplied by the employer to cases in which such deductions—

- (a) are a recognized custom of the trade or occupation concerned; or
- (b) are provided for by collective agreement or arbitration award; or
- (c) are otherwise authorized by a procedure recognized by national laws or regulations.

II. PERIODICITY OF WAGE PAYMENTS

4. The maximum intervals for the payment of wages should ensure that wages are paid—

- (a) not less often than twice a month at intervals not exceeding sixteen days in the case of workers whose wages are calculated by the hour, day or week; and
- (b) not less often than once a month in the case of employed persons whose remuneration is fixed on a monthly or annual basis.

5. (1) In the case of workers whose wages are calculated on a piece-work or output basis, the maximum intervals for the payment of wages should, so far as possible, be so fixed as to ensure that wages are paid not less often than twice a month at intervals not exceeding sixteen days.

(2) In the case of workers employed to perform a task the completion of which requires more than a fortnight, and in respect of whom intervals for the payment of wages are not otherwise fixed by collective agreement or arbitration award, appropriate measures should be taken to ensure—

- (a) that payments are made on account, not less often than twice a month at intervals not exceeding sixteen days, in proportion to the amount of work completed; and
- (b) that final settlement is made within a fortnight of the completion of the task.

III. NOTIFICATION TO WORKERS OF WAGE CONDITIONS

6. The details of the wages conditions which should be brought to the knowledge of the workers should include, wherever appropriate, particulars concerning—

- (a) the rates of wages payable;
- (b) the method of calculation;
- (c) the periodicity of wage payments;
- (d) the place of payment; and
- (e) the conditions under which deductions may be made.

IV. WAGES STATEMENTS AND PAYROLL RECORDS

7. In all appropriate cases, workers should be informed, with each payment of wages, of the following particulars relating to the pay period concerned, in so far as such particulars may be subject to change:

- (a) the gross amount of wages earned;
- (b) any deduction which may have been made, including the reasons therefor and the amount thereof; and
- (c) the net amount of wages due.

8. Employers should be required in appropriate cases to maintain records showing, in respect of each worker employed, the particulars specified in the preceding Paragraph.

V. ASSOCIATION OF WORKERS IN THE ADMINISTRATION OF WORKS STORES

9. Appropriate measures should be taken to encourage arrangements for the association of representatives of the workers concerned, and more particularly members of works welfare committees or similar bodies where such bodies exist, in the general administration of works stores or similar services established in connection with an undertaking for the sale of commodities or provision of services to the workers thereof.

Appendix 10.—Resolution concerning Future Consideration of Problems in the Field of Wages

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, adopts this second day of July 1949 the following Resolution;

The Conference invites the Governing Body to take note of the problems referred to in the General Report on Wages and in the proposed Resolutions on systems of payment by results, the dismissal wage, further studies in the field of wages and the minimum wage, which were submitted to the Conference, with a view to deciding which of these problems should be studied further, and to consider from time to time in the light of the circumstances which of them might appropriately be placed on the agenda of future sessions of the Conference or of other meetings under the auspices of the International Labour Organization.

Appendix 11.—Convention No. 96 concerning Fee-Charging Employment Agencies (Revised 1949)

The General Conference of the International Labour Organization,

Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and

Having decided upon the adoption of certain proposals with regard to the revision of the Fee-Charging Employment Agencies Convention, 1933, adopted by the Conference at its Seventeenth Session, which is included in the tenth item on the agenda of the session, and

Having resolved that these proposals shall take the form of an international Convention, complementary to the Employment Service Convention, 1948, which provides that each Member for which the Convention is in force shall maintain or ensure the maintenance of a free public employment service, and

Considering that such a service should be available to all categories of workers,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Fee-Charging Employment Agencies Convention (Revised), 1949:

PART I. GENERAL PROVISIONS

Article 1

1. For the purpose of this Convention the expression "fee-charging employment agency" means—

- (a) employment agencies conducted with a view to profit, that is to say, any person, company, institution, agency or other organization which acts as an intermediary for the purpose of procuring employment for a worker or supplying a worker for an employer with a view to deriving either directly or indirectly any pecuniary or other material advantage from either employer or worker; the expression does not include newspapers or other publications unless they are published wholly or mainly for the purpose of acting as intermediaries between employers and workers;
- (b) employment agencies not conducted with a view to profit, that is to say, the placing services of any company, institution, agency or other organization which, though not conducted with a view to deriving any pecuniary or other material advantage, levies from either employer or worker for the above services an entrance fee, a periodical contribution or any other charge.

2. This Convention does not apply to the placing of seamen.

Article 2

1. Each Member ratifying this Convention shall indicate in its instrument of ratification whether it accepts the provisions of Part II of the Convention, providing for the progressive abolition of fee-charging employment agencies conducted with a view to profit and the regulation of other agencies, or the provisions of Part III, providing for the regulation of fee-charging employment agencies including agencies conducted with a view to profit.

2. Any Member accepting the provisions of Part III of the Convention may subsequently notify the Director-General that it accepts the provisions of Part II; as from the date of the registration of such notification by the Director-General, the provisions of Part III of the Convention shall cease to be applicable to the Member in question and the provisions of Part II shall apply to it.

PART II. PROGRESSIVE ABOLITION OF FEE-CHARGING EMPLOYMENT AGENCIES CONDUCTED WITH A VIEW TO PROFIT AND REGULATION OF OTHER AGENCIES

Article 3

1. Fee-charging employment agencies conducted with a view to profit as defined in paragraph 1 (a) of Article 1 shall be abolished within a limited period of time determined by the competent authority.

2. Such agencies shall not be abolished until a public employment service is established.

3. The competent authority may prescribe different periods for the abolition of agencies catering for different classes of persons.

Article 4

1. During the period preceding abolition, fee-charging employment agencies conducted with a view to profit—

- (a) shall be subject to the supervision of the competent authority; and
- (b) shall only charge fees and expenses on a scale submitted to and approved by the competent authority or fixed by the said authority.

2. Such supervision shall be directed more particularly towards the elimination of all abuses connected with the operations of fee-charging employment agencies conducted with a view to profit.

3. For this purpose, the competent authority shall consult, by appropriate methods, the employers' and workers organizations concerned.

Article 5

1. Exceptions to the provisions of paragraph 1 of Article 3 of this Convention shall be allowed by the competent authority in exceptional cases in respect of categories of persons, exactly defined by national laws or regulations, for whom appropriate placing arrangements cannot conveniently be made within the framework of the public employment service, but only after consultation, by the appropriate methods, with the organizations of employers and workers concerned.

2. Every fee-charging employment agency for which an exception is allowed under this Article—

- (a) shall be subject to the supervision of the competent authority;
- (b) shall be required to be in possession of a yearly licence renewable at the discretion of the competent authority;
- (c) shall only charge fees and expenses on a scale submitted to and approved by the competent authority or fixed by the said authority;
- (d) shall only place or recruit workers abroad if permitted to do so by the competent authority and under conditions determined by the laws or regulations in force.

Article 6

Fee-charging employment agencies not conducted with a view to profit as defined in paragraph 1 (b) of Article 1—

- (a) shall be required to have an authorization from the competent authority and shall be subject to the supervision of the said authority;
- (b) shall not make any charge in excess of the scale of charges submitted to and approved by the competent authority or fixed by the said authority, with strict regard to the expenses incurred; and
- (c) shall only place or recruit workers abroad if permitted so to do by the competent authority and under conditions determined by the laws or regulations in force.

Article 7

The competent authority shall take the necessary steps to satisfy itself that non-fee-charging employment agencies carry on their operations gratuitously.

Article 8

Appropriate penalties, including the withdrawal when necessary of the licences and authorizations provided for by this Convention, shall be prescribed for any violation of the provisions of this part of the Convention or of any laws or regulations giving effect to them.

Article 9

There shall be included in the annual reports to be submitted under Article 22 of the Constitution of the International Labour Organization all necessary information concerning the exceptions allowed under Article 5, including more particularly information concerning the number of agencies for which such exceptions are allowed and the scope of their activities, the reasons for the exceptions, and the arrangements for supervision by the competent authority of the activities of the agencies concerned.

PART III. REGULATION OF FEE-CHARGING EMPLOYMENT AGENCIES

Article 10

Fee-charging employment agencies conducted with a view to profit as defined in paragraph 1 (a) of Article 1—

- (a) shall be subject to the supervision of the competent authority;
- (b) shall be required to be in possession of a yearly licence renewable at the discretion of the competent authority;
- (c) shall only charge fees and expenses on a scale submitted to and approved by the competent authority or fixed by the said authority;
- (d) shall only place or recruit workers abroad if permitted so to do by the competent authority and under conditions determined by the laws or regulations in force.

Article 11

Fee-charging employment agencies not conducted with a view to profit as defined in paragraph 1 (b) of Article 1—

- (a) shall be required to have an authorization from the competent authority and shall be subject to the supervision of the said authority;
- (b) shall not make any charge in excess of the scale of charges submitted to and approved by the competent authority or fixed by the said authority with strict regard to the expenses incurred; and
- (c) shall only place or recruit workers abroad if permitted so to do by the competent authority and under conditions determined by the laws or regulations in force.

Article 12

The competent authority shall take the necessary steps to satisfy itself that non-fee-charging employment agencies carry on their operations gratuitously.

Article 13

Appropriate penalties, including the withdrawal when necessary of the licences and authorizations provided for by this Convention, shall be prescribed for any violation of the provisions of this Part of the Convention or of any laws or regulations giving effect to them.

Article 14

There shall be included in the annual reports to be submitted under Article 22 of the Constitution of the International Labour Organization all necessary information concerning the arrangements for supervision by the competent authority of the activities of fee-charging employment agencies including more particularly agencies conducted with a view to profit.

PART IV. MISCELLANEOUS PROVISIONS

Article 15

1. In the case of a Member the territory of which includes large areas where, by reason of the sparseness of the population or the stage of development of the area, the competent authority considers it impracticable to enforce the provisions of this Convention, the authority may exempt such areas from the application of this Convention either generally or with such exceptions in respect of particular undertakings or occupations as it thinks fit.

2. Each Member shall indicate in its first annual report upon the application of this Convention submitted under Article 22 of the Constitution of the International Labour Organization any areas in respect of which it proposes to have recourse to the provisions of the present Article and shall give the reasons for which it proposes to have recourse thereto; no Member shall, after the date of its first annual report, have recourse to the provisions of the present Article except in respect of areas so indicated.

3. Each Member having recourse to the provisions of the present Article shall indicate in subsequent annual reports any areas in respect of which it renounces the right to have recourse to the provisions of the present Article.

Articles 16-25

Standard final provisions, cf.

Articles 7-16 of Convention No. 98 above.

Appendix 12.—Recommendation No. 87 concerning Vocational Guidance

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June, 1949, and

Having decided upon the adoption of certain proposals concerning vocational guidance which is the ninth item on the agenda of the session, and

Having determined that the proposals shall take the form of a Recommendation,

adopts this first day of July of the year one thousand nine hundred and forty-nine the following Recommendation, which may be cited as the Vocational Guidance Recommendation, 1949:

I. GENERAL

1. For the purpose of this Recommendation the term "vocational guidance" means assistance given to an individual in solving problems related to occupational choice and progress with due regard for the individual's characteristics and their relation to occupational opportunity.

2. Vocational guidance is based on the free and voluntary choice of the individual; its primary object is to give him full opportunity for personal development and satisfaction from work, with due regard for the most effective use of national manpower resources.

3. Vocational guidance is a continuous process, the fundamental principles of which are the same irrespective of the age of the individuals being counselled. These principles have an immediate importance for the welfare of individuals everywhere and for the prosperity of all countries.

4. Facilities for vocational guidance should be adapted to the peculiar needs of each country and be adopted progressively. Their development within each country should proceed from a widespread understanding of the purpose of vocational guidance, the establishment of an adequate administrative structure, and the provision of technically qualified personnel.

II. SCOPE

5. To the maximum possible extent consistent with national and local policy and resources, public vocational guidance facilities should be provided for all persons requiring such assistance.

6. Special provision should be made for—

- (a) programmes suitable for young persons, including those in school, who require counselling on problems related to entering occupations or planning careers, and
- (b) programmes suitable for all other persons who require counselling on employment and related vocational problems; such persons are referred to hereafter in this Recommendation as adults.

III. PRINCIPLES AND METHODS OF VOCATIONAL GUIDANCE FOR YOUNG PERSONS INCLUDING THOSE IN SCHOOL

7. (1) Vocational guidance policies and programmes should be determined through the co-operative efforts of the schools and other organizations and services concerned with young persons in the transition from school to work, and the representative organizations of employers and workers, to the end that each young person receiving vocational guidance may have the benefit of unified and co-ordinated assistance.

(2) These co-operative efforts should also include consultation and co-operation with the parents and guardians concerned and with associations of parents where such exist.

(3) In applying these general principles, due account should be taken of the principles of administrative organization set forth in Part V of this Recommendation.

8. (1) During the period of general education, preliminary vocational guidance should be included within the educational program. Such guidance should be primarily designed to make the young person aware of his aptitudes, qualifications and interests and of the various occupations and careers so as to facilitate future vocational adjustment.

(2) The preliminary vocational guidance should receive increasing emphasis at those stages of schooling at which the young person may choose to enter special vocational courses or seeks other training or employment on leaving school.

(3) The preliminary vocational guidance should include—

- (a) the provision, in suitable form, of comprehensive occupational and industrial information;
- (b) wherever possible in the national and local circumstances, visits, adequately supervised, to industrial and commercial establishments and other workplaces, and
- (c) counselling by means of personal interview supplemented by group discussions or talks.

9. The methods of vocational guidance for young persons set forth in Paragraphs 10 to 15 should be given particular attention and their use encouraged to the widest practicable extent.

10. (1) Each young person seeking vocational guidance should be provided with adequate opportunity for a counselling interview with a vocational guidance officer, more particularly at the time he may be able to choose specific vocational courses, or to leave school for other occupational training (including apprenticeship) or for work.

(2) Methods of interview should be continuously adapted with a view to ensuring the most complete analysis possible of individual ability in relation to occupational opportunities and requirements.

11. Records of school progress, including, as desired and as appropriate in individual cases, an evaluation of capacity, educational attainments, aptitudes and personality, should be used as may be considered appropriate for vocational guidance with due respect to the confidential character of the information contained therein.

12. (1) The facilities for the medical examination of young persons should be utilized as appropriate and developed as necessary for purposes of vocational guidance.

(2) Advice for remedial action and such other help as may be possible and useful for the purposes of vocational adjustment should be provided as needed in each individual case.

13. (1) Wherever practicable, appropriate tests of capacity and aptitude and, where so desired, other psychological tests should be made available for use in vocational guidance as appropriate to the needs of individual cases.

(2) Advice for remedial action and such other help as may be possible and useful for the purposes of vocational adjustment should be made available in individual cases.

14. (1) Suitable and reliable information regarding careers in the different occupations and industries and regarding employment and training opportunities should be made available to young persons through counselling interviews and otherwise, with due regard for the aptitudes, physical capacities, qualifications, preferences and personality of the young person concerned and the prospective needs of the economy.

(2) In this connection the competent authorities should maintain continuous co-operation with such other public and private bodies, including more particularly the representative organizations of employers and workers, as are able—

(a) to provide information concerning probable future openings in each industry, trade or occupation, and

(b) to assist with the preparation and conclusion of contracts of apprenticeship and to supervise their application.

15. Consideration should also be given to the desirability of ascertaining the aptitudes of young persons by providing opportunity for appropriate work experience and by other similar means.

16. Special attention should be given to the development, within the framework of the general vocational guidance services, of adequate and appropriate arrangements for the vocational guidance of young persons in rural areas.

17. Special attention should be given to the development, within the framework of the general vocational guidance services, and in co-operation with the appropriate rehabilitation services, of adequate and appropriate arrangements for the vocational guidance of young persons—

- (a) who have physical or mental handicaps or limitations; or
- (b) who manifest personality disorders of such a nature as to prevent or make specially difficult their vocational adjustment.

18. The competent national and local authorities should encourage full voluntary use of vocational guidance facilities, more particularly in the case of—

- (a) young persons who may choose among several vocational courses within the school;
- (b) young persons who are near school-leaving age;
- (c) young persons who are entering the employment market for the first time;
- (d) young persons who are seeking admission to apprenticeship or other vocational training;
- (e) young persons who are unemployed, who are employed in declining industries or who are likely to become unemployed;
- (f) young persons who have physical or mental handicaps or limitations; or
- (g) young persons who manifest personality disorders of such a nature as to prevent or make specially difficult their vocational adjustment.

19. The competent authorities should take the necessary measures to facilitate the execution of the young persons' vocational plans whenever these are feasible; where appropriate in individual cases suggestion should be made for carrying out these plans and assistance should be provided in making the necessary contacts with other services or persons also concerned with placing the young person in training or employment in the occupation chosen by him.

20. (1) The competent authorities should take measures to organize follow-up aimed primarily at assisting in so far as possible the young person to overcome any difficulties he may be experiencing in following his vocational plans and ascertaining whether the occupation selected is proving suitable.

(2) Wherever possible, methods of follow-up should include general enquiries on a sampling basis to measure the results of vocational guidance in individual cases and to evaluate vocational guidance policy and methods. Such enquiries should permit of securing medical information in co-operation, where possible, with the medical facilities existing at workplaces.

IV. PRINCIPLES AND METHODS OF VOCATIONAL GUIDANCE FOR ADULTS (EMPLOYMENT COUNSELLING)

21. (1) Appropriate arrangements for adults should be made within the framework of the public vocational guidance services to assist any person requiring aid in choosing an occupation or in changing his occupation.

(2) The process involved in rendering this assistance is referred to in this Recommendation as employment counselling.

22. The process of employment counselling should include, as far as practicable in the national circumstances and as appropriate in individual cases—

- (a) interview with an employment counsellor;
- (b) examination of record of work experience;

- (c) examination of scholastic or other records relating to education or training received;
- (d) medical examination;
- (e) appropriate tests of capacity and aptitude, and, where so desired, other psychological tests;
- (f) ascertainment of aptitudes by appropriate work experience and by other similar means;
- (g) technical trade tests, either verbal or otherwise, in all cases where such seem necessary;
- (h) analysis of physical capacity in relation to occupational requirements;
- (i) provision of information concerning employment and training opportunities relating to the qualifications, physical capacities, aptitudes, preferences and experience of the person concerned and to the needs of the employment market;
- (j) follow-up, on a sampling basis, aimed at discovering whether satisfactory placement in employment, training or retraining has been achieved and at evaluating employment counselling policy and methods.

23. (1) The competent national and local bodies should take all necessary measures to encourage the extended use, on a voluntary basis, of employment counselling services in the case of—

- (a) persons entering employment for the first time;
- (b) persons unemployed for a long period;
- (c) persons unemployed or likely to be unemployed, as a result of declining industries or changes in the technique, structure or location of industry;
- (d) persons living in rural areas who comprise surplus manpower in the light of current or prospective employment opportunity;
- (e) persons desirous of benefiting from public facilities for vocational training and readjustment.

(2) All necessary and practicable measures should be taken to develop, within the framework of the general vocational guidance facilities and with the co-operation of any appropriate rehabilitation services when the person requires such assistance, specialized employment counselling for physically disabled persons and those having personality disorders that hinder their vocational adjustment.

(3) All necessary and practicable measures should be taken to develop, within the framework of the general vocational guidance facilities, specialized employment counselling for technicians, professional workers, salaried employees and executive staff.

24. Special attention should be given, in connection with employment counselling, to the development of appropriate methods for the technical selection of workers for particular occupations and industries.

V. PRINCIPLES OF ADMINISTRATIVE ORGANIZATION

25. Vocational guidance and employment counselling should be organised and co-ordinated on the basis of a comprehensive general program, established and developed in the light of regional and local conditions and adaptable to changes in such conditions.

26. In order to encourage the development of vocational guidance and employment counselling facilities, provision should be made by the central

authorities (including, where appropriate, the central authorities of the federated units of federal States) for—

- (a) adequate financing of such facilities;
- (b) appropriate technical assistance; and
- (c) development of methods and materials suitable for use on a nation-wide basis.

27. All necessary and desirable measures should be taken by the competent authorities to secure effective co-operation, nationally and locally, between the public and private bodies engaged in vocational guidance or employment counselling activities.

A. Administrative Arrangements for Vocational Guidance for Young Persons, including those in School

28. (1) The competent authorities should make appropriate arrangements for the co-ordination, nationally and locally, of policy and action in the field of vocational guidance, due regard being paid to the responsibility of the parents and to the appropriate functions of private vocational guidance bodies.

- (2) These arrangements should be directed more particularly towards—
 - (a) maintaining effective public service to young persons, in co-operation with other interested agencies as appropriate without duplication of effort; and
 - (b) facilitating, as may be desirable and with due respect for confidential data, the exchange of information concerning—
 - (i) the extent and character of the need for vocational guidance services and of the facilities already available;
 - (ii) the young persons applying for vocational guidance;
 - (iii) industries, trades and occupations;
 - (iv) employment and training opportunities; and
 - (v) the preparation and use of vocational guidance materials including appropriate tests.

29. (1) National and local administrative responsibility for vocational guidance should be clearly defined.

(2) With due regard to this division of authority, primary responsibility should be entrusted either—

- (a) jointly to the education and employment service authorities; or
- (b) to one of these authorities working in close co-operation with the other.

30. (1) Appropriate arrangements should be made through advisory committees for the co-operation of representatives of employers and workers in the development of vocational guidance policy.

(2) Such committees should be maintained nationally and as far as possible locally and should normally include representatives of the public and private bodies concerned with education, training (including apprenticeship), vocational guidance and other questions directly affecting the vocational adjustment of young persons.

B. Administrative Arrangements for Vocational Guidance for Adults (Employment Counselling)

31. (1) Administrative responsibility for employment counselling should be entrusted primarily to the public employment service, with due regard to the administrative responsibility assigned by public authority to educational or other agencies.

(2) The offices of the public employment service should include, at each administrative stage so far as practicable, specialized employment counselling units or officers.

(3) Administrative arrangements should be made to ensure, as may be necessary or desirable, co-operation by the public employment service with specialized employment counselling services maintained for special groups or persons.

32. Appropriate arrangements should be made, nationally and locally, to ensure that employment counselling is organized in close relation with—

- (a) all other activities of the employment service;
- (b) other vocational guidance services;
- (c) educational and training institutions;
- (d) the administration of unemployment insurance and assistance schemes;
- (e) the administration of training and retraining schemes and of other plans to promote occupational or geographical mobility of labour;
- (f) the representative organizations of employers and workers; and
- (g) public and private organizations providing rehabilitation services to disabled persons.

VI. TRAINING OF OFFICERS

33. (1) In order to secure the efficiency of the vocational guidance services, the competent authority should ensure the employment of an adequate number of officers with suitable training, experience and other qualifications, and should organize, to the fullest possible extent and in co-operation where appropriate with other bodies concerned, specialized scientific and technical training for vocational guidance staff.

(2) The measures to be taken should include for example:

- (a) the establishment by the competent authority of minimum qualifications for vocational guidance officers;
- (b) the establishment by the competent authority of regulations for the selection of officers on the basis of such qualifications;
- (c) the organization of specialized training courses for persons seeking to undertake the work of vocational guidance;
- (d) the provision of supplementary training and refresher courses for all officers; and
- (e) the maintenance by the competent authority of conditions of appointment and employment sufficiently attractive to provide an inducement to qualified persons to undertake and continue in such work.

(3) Consideration should be given to—

- (a) the interchange of vocational guidance officers among the different branches of the services with which they are respectively concerned;
- (b) the publication of technical material suitable for developing the professional skill of officers.

(4) Where useful, the Members should co-operate for the purposes of training staff, availing themselves of the help of the International Labour Office if they so desire.

VII. RESEARCH AND PUBLICITY

34. (1) Special measures should be taken on a co-ordinated basis, to promote public and private research and experiment in methods of vocational guidance.

- (2) The public employment service should co-operate in such research.
- (3) Wherever appropriate in the circumstances such research should include examination of such questions as—
- (a) methods of interviewing;
 - (b) the analysis of the requirements of the different occupations;
 - (c) the provision of industrial and occupational information appropriate for vocational guidance;
 - (d) aptitude and other psychological testing;
 - (e) the development of model vocational guidance forms; and
 - (f) the measurement of the result of vocational guidance.

35. Systematic efforts should be made by the authorities responsible for vocational guidance in co-operation with employers' and workers' organizations and where appropriate with other bodies concerned, to promote wide public understanding of the purposes, principles and methods of vocational guidance.

Appendix 13.—Resolution concerning the Implementation of the Recommendation concerning Vocational Guidance

The Conference recommends to the Governing Body that, with due regard to the manpower program of the International Labour Organization, it instruct the Office to take, as soon as practicable, appropriate measures—

1. To assist Member States by—

- (a) conducting surveys with respect to vocational guidance in regions where such surveys are desirable;
- (b) publishing manuals on vocational guidance for use in areas where they will be of the greatest assistance and making them available as far as possible in the appropriate languages;
- (c) advising and assisting any Member State upon its request in the development of its vocational guidance program; and
- (d) advising and assisting any Member State upon its request in the professional training of its guidance officers.

2. To establish all practical collaboration with the United Nations Educational, Scientific and Cultural Organization in the above projects, especially as to objectives common to the respective fields of interest of both bodies.

Appendix 14.—Convention No. 91 concerning Vacation Holidays with Pay for Seafarers (Revised 1949)

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8 June 1949, and

Having decided upon the adoption of certain proposals with regard to the partial revision of the Paid Vacations (Seafarers) Convention, 1946, adopted by the Conference at its Twenty-eighth Session, which is included in the twelfth item on the agenda of the session, and

Considering that these proposals must take the form of an international Convention,

adopts this eighteenth day of June of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Paid Vacations (Seafarers) Convention (Revised), 1949:

Article 1

1. This Convention applies to every sea-going mechanically propelled vessel, whether publicly or privately owned, engaged in the transport of cargo or passengers for the purpose of trade and registered in a territory for which this Convention is in force.

2. National laws or regulations shall determine when vessels are to be regarded as sea-going vessels.

3. This Convention does not apply to—

- (a) wooden vessels of primitive build such as dhows and junks;
- (b) vessels engaged in fishing or in operations directly connected therewith or in sealing or similar pursuits;
- (c) estuarial craft.

4. National laws or regulations or collective agreements may provide for the exemption from the provisions of this Convention of vessels of less than 200 gross register tons.

Article 2

1. This Convention applies to every person who is engaged in any capacity on board a vessel except—

- (a) a pilot not a member of the crew;
- (b) a doctor not a member of the crew;
- (c) nursing staff engaged exclusively on nursing duties and hospital staff not members of the crew;
- (d) persons working exclusively on their own account or remunerated exclusively by a share of profits or earnings;
- (e) persons not remunerated for their services or remunerated only by a nominal salary or wage;
- (f) persons employed on board by an employer other than the shipowner, except radio officers or operators in the service of a wireless telegraphy company;
- (g) travelling dockers (longshoremen) not members of the crew;
- (h) persons employed in whale-catching vessels, in floating factories, or otherwise for the purpose of whaling or similar operations under conditions regulated by the provisions of a special collective whaling or similar agreement determining the rates of pay, hours of work and other conditions of service concluded by an organization of seafarers;
- (i) persons employed in port who are not ordinarily employed at sea.

2. The competent authority may, after consultation with the organizations of shipowners and seafarers concerned, exempt from the application of the Convention masters, chief navigating officers and chief engineers who by virtue of national laws or regulations or collective agreements enjoy conditions of service which are not less favourable in respect of annual leave than those required by the Convention.

Article 3

1. Every person to whom this Convention applies shall be entitled after twelve months of continuous service to an annual vacation holiday with pay, the duration of which shall be—

- (a) In the case of masters, officers and radio officers or operators, not less than eighteen working days for each year of service;
- (b) in the case of other members of the crew, not less than twelve working days for each year of service.

2. A person with not less than six months of continuous service shall on leaving such service be entitled in respect of each complete month of service to one and a half working days' leave in the case of a master, officer, or radio officer or operator, and one working day's leave in the case of another member of the crew.

3. A person who is discharged through no fault of his own before he has completed six months of continuous service shall on leaving such service be entitled in respect of each complete month of service to one and a half working days' leave in the case of a master, officer, or radio officer or operator, and one working day's leave in the case of another member of the crew.

4. For the purpose of calculating when a vacation holiday is due—

- (a) service off articles shall be included in the reckoning of continuous service;
- (b) short interruptions of service not due to the act or fault of the employee and not exceeding a total of six weeks in any twelve months shall not be deemed to break the continuity of the periods of service which precede and follow them;
- (c) continuity of service shall not be deemed to be interrupted by any change in the management or ownership of the vessel or vessels in which the person concerned has served.

5. The following shall not be included in the annual vacation holiday with pay:

- (a) public and customary holidays;
- (b) interruptions of service due to sickness or injury.

6. National laws or regulations or collective agreements may provide for the division into parts of an annual vacation holiday due in virtue of this Convention or for the accumulation of such a vacation holiday due in respect of one year with a subsequent vacation holiday.

7. National laws or regulations or collective agreements may, in very exceptional circumstances when the service so requires, provide for the substitution for an annual vacation holiday due in virtue of this Convention of a cash payment at least equivalent to the remuneration provided for in Article 5.

Article 4

1. When an annual vacation holiday is due it shall be given by mutual agreement at the first opportunity as the requirements of the service allow.

2. No person may be required without his consent to take the annual vacation holiday due to him at a port other than a port in the territory of engagement or a port in his home territory. Subject to this requirement, the vacation holiday shall be given at a port permitted by national laws or regulations or collective agreement.

Article 5

1. Every person taking a vacation holiday in virtue of Article 3 of this Convention shall receive in respect of the full period of the vacation holiday his usual remuneration.

2. The usual remuneration payable in virtue of the preceding paragraph, which may include a suitable subsistence allowance, shall be calculated in a manner which shall be prescribed by national laws or regulations or fixed by collective agreement.

Article 6

Subject to the provisions of paragraph 7 of Article 3 any agreement to relinquish the right to an annual vacation holiday with pay, or to forgo such a vacation holiday, shall be void.

Article 7

A person who leaves or is discharged from the service of his employer before he has taken a vacation holiday due to him shall receive in respect of every day of vacation holiday due to him in virtue of this Convention the remuneration provided for in Article 5.

Article 8

Each Member which ratifies this Convention shall ensure the effective application of its provisions.

Article 9

Nothing in this Convention shall affect any law, award, custom or agreement between shipowners and seamen which ensures more favourable conditions than those provided by this Convention.

Article 10

1. Effect may be given to this Convention by (a) laws or regulations; (b) collective agreements between shipowners and seafarers; or (c) a combination of laws or regulations and collective agreements between shipowners and seafarers. Except as may be otherwise provided herein, the provisions of this Convention shall be made applicable to every vessel registered in the territory of the ratifying Member and to every person engaged on any such vessel.

2. Where effect has been given to any provision of this Convention by a collective agreement in pursuance of paragraph 1 of this Article, then, notwithstanding anything contained in Article 8 of this Convention, the Member in whose territory the agreement is in force shall not be required to take any measures in pursuance of Article 8 in respect of the provisions of the Convention to which effect has been given by collective agreement.

3. Each Member ratifying this Convention shall supply to the Director-General of the International Labour Office information on the measures by which the Convention is applied, including particulars of any collective agreements which give effect to any of its provisions and are in force at the date when the Member ratifies the Convention.

4. Each Member ratifying this Convention undertakes to take part, by means of a tripartite delegation, in any committee representative of Govern-

ments and shipowners' and seafarers' organizations, and including in an advisory capacity representatives of the Joint Maritime Commission of the International Labour Office, which may be set up for the purpose of examining the measures taken to give effect to the Convention.

5. The Director-General will lay before the said Committee a summary of the information received by him under paragraph 3 above.

6. The Committee shall consider whether the collective agreements reported to it give full effect to the provisions of this Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or suggestions concerning the application of the Convention made by the Committee and further undertakes to bring to the notice of the organizations of employers and of workers who are parties to any of the collective agreements mentioned in paragraph 1 any observations or suggestions of the aforesaid Committee concerning the degree to which such agreements give effect to the provisions of the Convention.

Article 11

For the purpose of Article 17 of the Holidays with Pay (Sea) Convention, 1936, the present Convention shall be regarded as a Convention revising that Convention.

Articles 12-19

(Standard Final Provisions, cf. Articles 7-16 of Convention No. 98 above.)

Appendix 15.—Convention No. 92 concerning Crew Accommodation on Board Ship (Revised 1949)

The General Conference of the International Labour Organization, Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8th June 1949, and

Having decided upon the adoption of certain proposals with regard to the partial revision of the Accommodation of Crews Convention, 1946, adopted by the Conference at its Twenty-eighth Session, which is included in the twelfth item on the agenda of the session, and

Considering that these proposals must take the form of an international Convention,

adopts this eighteenth day of June of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Accommodation of Crews Convention (Revised), 1949:

PART I. GENERAL PROVISIONS

Article 1

1. This Convention applies to every sea-going mechanically propelled vessel, whether publicly or privately owned, which is engaged in the transport of cargo or passengers for the purpose of trade and is registered in a territory for which this Convention is in force.

2. National laws or regulations shall determine when vessels are to be regarded as sea-going vessels for the purpose of this Convention.

3. This Convention does not apply to—

- (a) vessels of less than 500 tons;
- (b) vessels primarily propelled by sail but having auxiliary engines;
- (c) vessels engaged in fishing or in whaling or in similar pursuits;
- (d) tugs.

4. Provided that the Convention shall be applied where reasonable and practicable to—

- (a) vessels between 200 and 500 tons; and
- (b) the accommodation of persons engaged in usual sea-going routine in vessels engaged in whaling or in similar pursuits.

5. Provided also that any of the requirements contained in Part III of this Convention may be varied in the case of any ship if the competent authority is satisfied, after consultation with the organizations of ship-owners and/or the shipowners and with the *bona fide* trade unions of seafarers, that the variations to be made provide corresponding advantages as a result of which the over-all conditions are not less favourable than those which would result from the full application of the provisions of the Convention; particulars of all such variations shall be communicated by the Member to the Director-General of the International Labour Office, who shall notify the Members of the International Labour Organization.

Article 2

In this Convention—

- (a) the term “ship” means a vessel to which the Convention applies;
- (b) the term “tons” means gross register tons;
- (c) the term “passenger ship” means a ship in respect of which there is in force either (i) a safety certificate issued in accordance with the provisions of the International Convention for the Safety of Life at Sea for the time being in force or (ii) a passenger certificate;
- (d) the term “officer” means a person other than a master ranked as an officer by national laws or regulations, or, in the absence of any relevant laws or regulations, by collective agreement or custom;
- (e) the term “rating” means a member of the crew other than an officer;
- (f) the term “petty officer” means a rating serving in a supervisory position or position of special responsibility who is classed as petty officer by national laws or regulations, or, in the absence of any relevant laws or regulations, by collective agreement or custom;
- (g) the term “crew accommodation” includes such sleeping rooms, mess rooms, sanitary accommodation, hospital accommodation and recreation accommodation as are provided for the use of the crew;
- (h) the term “prescribed” means prescribed by national laws or regulations or by the competent authority;
- (i) the term “approved” means approved by the competent authority;
- (j) the term “re-registered” means re-registered on the occasion of a simultaneous change in the territory of registration and ownership of the vessel.

Article 3

1. Each Member for which this Convention is in force undertakes to maintain in force laws or regulations which ensure the application of the provisions of Parts II, III and IV of this Convention.

2. The laws or regulations shall—

- (a) require the competent authority to bring them to the notice of all persons concerned;
- (b) define the persons responsible for compliance therewith;
- (c) prescribe adequate penalties for any violation thereof;
- (d) provide for the maintenance of a system of inspection adequate to ensure effective enforcement;
- (e) require the competent authority to consult the organizations of shipowners and/or the shipowners and the recognized *bona fide* trade unions of seafarers in regard to the framing of regulations, and to collaborate so far as practicable with such parties in the administration thereof.

PART II. PLANNING AND CONTROL OF CREW ACCOMMODATION

Article 4

1. Before the construction of a ship is begun a plan of the ship, showing on a prescribed scale the location and general arrangement of the crew accommodation, shall be submitted for approval to the competent authority.

2. Before the construction of the crew accommodation is begun and before the crew accommodation in an existing ship is altered or reconstructed, detailed plans of, and information concerning, the accommodation, showing on a prescribed scale and in prescribed detail the allocation of each space, the disposition of furniture and fittings, the means and arrangement of ventilation, lighting and heating, and the sanitary arrangements, shall be submitted for approval to the competent authority: Provided that in the case of emergency or temporary alterations or reconstruction effected outside the territory of registration it shall be sufficient compliance with this provision if the plans are subsequently submitted for approval to the competent authority.

Article 5

On every occasion when—

- (a) a ship is registered or re-registered,
- (b) the crew accommodation of a ship has been substantially altered or reconstructed, or
- (c) complaint has been made to the competent authority in the prescribed manner and in time to prevent any delay to the vessel by a recognized *bona fide* trade union of seafarers representing all or part of the crew or by a prescribed number or proportion of the members of the crew of the ship that the crew accommodation is not in compliance with the terms of this Convention,

the competent authority shall inspect the ship and satisfy itself that the crew accommodation complies with the requirements of the laws and regulations.

PART III. CREW ACCOMMODATION REQUIREMENTS

Article 6

1. The location, means of access, structure and arrangement in relation to other spaces of crew accommodation shall be such as to ensure adequate security, protection against weather and sea, and insulation from heat or cold, undue noise or effluvia from other spaces.

2. There shall be no direct openings into sleeping rooms from spaces for cargo and machinery or from galleys, lamp and paint rooms or from

engine, deck and other bulk storerooms, drying rooms, communal wash places or water closets. That part of the bulkhead separating such places from sleeping rooms and external bulkheads shall be sufficiently constructed of steel or other approved substance and shall be watertight and gastight.

3. External bulkheads of sleeping rooms and mess rooms shall be adequately insulated. All machinery casings and all boundary bulkheads of galleys and other spaces in which heat is produced shall be adequately insulated where there is a possibility of resulting heat effects in adjoining accommodation or passageways. Care shall also be taken to provide protection from heat effects of steam and/or hot-water service pipes.

4. Internal bulkheads shall be of approved material which is not likely to harbour vermin.

5. Sleeping rooms, mess rooms, recreation rooms and alleyways in the crew accommodation space shall be adequately insulated to prevent condensation or overheating.

6. Main steam and exhaust pipes for winches and similar gear shall not pass through crew accommodation nor, whenever technically possible, through alleyways leading to crew accommodation; where they do pass through such alleyways they shall be adequately insulated and encased.

7. Inside panelling or sheeting shall be of material with a surface easily kept clean. Tongued and grooved boarding or any other form of construction likely to harbour vermin shall not be used.

8. The competent authority shall decide to what extent fire-prevention or fire-retarding measures shall be required to be taken in the construction of the accommodation.

9. The wall surface and deckheads in sleeping rooms and mess rooms shall be capable of being easily kept clean and, if painted, shall be light in colour; lime wash must not be used.

10. The wall surfaces shall be renewed or restored as necessary.

11. The decks in all crew accommodation shall be of approved material and construction and shall provide a surface impervious to damp and easily kept clean.

12. Where the floorings are of composition the joinings with sides shall be rounded to avoid crevices.

13. Sufficient drainage shall be provided.

Article 7

1. Sleeping rooms and mess rooms shall be adequately ventilated.

2. The system of ventilation shall be controlled so as to maintain the air in a satisfactory condition and to ensure a sufficiency of air movement in all conditions of weather and climate.

3. Ships regularly engaged on voyages in the tropics and the Persian Gulf shall be equipped with both mechanical means of ventilation and electric fans: Provided that one only of these means need be adopted in spaces where this ensures satisfactory ventilation.

4. Ships engaged outside the tropics shall be equipped with either mechanical means of ventilation or electric fans. The competent authority may exempt ships normally employed in the cold waters of the northern or southern hemispheres from this requirement.

5. Power for the operation of the aids to ventilation required by paragraphs 3 and 4 shall, when practicable, be available at all times when the crew is living or working on board and conditions so require.

Article 8

1. An adequate system of heating the crew accommodation shall be provided except in ships engaged exclusively in voyages in the tropics and the Persian Gulf.

2. The heating system shall, when practicable, be in operation at all times when the crew is living or working on board and conditions require its use.

3. In all ships in which a heating system is required, the heating shall be by means of steam, hot water, warm air or electricity.

4. In any ships in which heating is provided by a stove, measures shall be taken to ensure that the stove is of sufficient size and is properly installed and guarded and that the air is not fouled.

5. The heating system shall be capable of maintaining the temperature in crew accommodation at a satisfactory level under normal conditions of weather and climate likely to be met with on service; the competent authority shall prescribe the standard to be provided.

6. Radiators and other heating apparatus shall be so placed and, where necessary, shielded as to avoid risk of fire or danger or discomfort to the occupants.

Article 9

1. Subject to such special arrangements as may be permitted in passenger ships, sleeping rooms and mess rooms shall be properly lighted by natural light and shall be provided with adequate artificial light.

2. All crew spaces shall be adequately lighted. The minimum standard for natural lighting in living rooms shall be such as to permit a person with normal vision to read on a clear day an ordinary newspaper in any part of the space available for free movement. When it is not possible to provide adequate natural lighting, artificial lighting of the above minimum standard shall be provided.

3. In all ships electric lights shall be provided in the crew accommodation. If there are not two independent sources of electricity for lighting, additional lighting shall be provided by properly constructed lamps or lighting apparatus for emergency use.

4. Artificial lighting shall be so disposed as to give the maximum benefit to the occupants of the room.

5. In sleeping rooms an electric reading lamp shall be installed at the head of each berth.

Article 10

1. Sleeping rooms shall be situated above the load line amidships or aft.

2. In exceptional cases the competent authority may, if the size, type or intended service of the ship render any other location unreasonable or impracticable, permit the location of sleeping rooms in the fore part of the ship, but in no case forward of the collision bulkhead.

3. In passenger ships the competent authority may, on condition that satisfactory arrangements are made for lighting and ventilation, permit the location of sleeping rooms below the load line, but in no case immediately beneath working alley-ways.

4. The floor area per person of sleeping rooms intended for ratings shall be not less than—

- (a) 20 sq. ft. or 1·85 sq. m. in vessels under 800 tons;
- (b) 25 sq. ft. or 2·35 sq. m. in vessels of 800 tons or over, but under 3,000 tons;
- (c) 30 sq. ft. or 2·78 sq. m. in vessels of 3,000 tons or over:

Provided that, in the case of passenger ships in which more than four ratings are berthed in one room, the minimum per person may be 24 sq. ft. (2·22 sq. m.).

5. In the case of ships in which are employed such groups of ratings as necessitate the employment of a substantially larger number of ratings than would otherwise be employed, the competent authority may, in respect of such groups, reduce the minimum floor area of sleeping rooms per person, subject to the conditions that—

- (a) the total sleeping space allotted to the group or groups is not less than would have been allotted had the numbers not been so increased, and
- (b) the minimum floor area of sleeping rooms is not less than—
 - (i) 18 sq. ft. (1·67 sq. m.) per person in ships under 3,000 tons;
 - (ii) 20 sq. ft. (1·85 sq. m.) per person in ships 3,000 tons or over.

6. Space occupied by berths and lockers, chests of drawers and seats shall be included in the measurement of the floor area. Small or irregularly shaped spaces which do not add effectively to the space available for free movement and cannot be used for installing furniture shall be excluded.

7. The clear head room in crew sleeping rooms shall not be less than 6 ft. 3 ins. (190 cm.).

8. There shall be a sufficient number of sleeping rooms to provide a separate room or rooms for each department: Provided that the competent authority may relax this requirement in the case of small ships.

9. The number of persons allowed to occupy sleeping rooms shall not exceed the following maxima:

- (a) officers in charge of a department, navigating and engineer officers in charge of a watch and senior radio officers or operators: one person per room;
- (b) other officers: one person per room wherever possible, and in no case more than two;
- (c) petty officers: one or two persons per room, and in no case more than two;
- (d) other ratings: two or three persons per room wherever possible, and in no case more than four.

10. With a view to ensuring adequate and more comfortable accommodation the competent authority may, after consultation with the organization of shipowners and/or the shipowners and the *bona fide* trade unions of seafarers, grant permission to accommodate up to ten ratings per sleeping room in the case of certain passenger ships.

11. The maximum number of persons to be accommodated in any sleeping room shall be indelibly and legibly marked in some place in the room where it can conveniently be seen.

12. Members of the crew shall be provided with individual berths.

13. Berths shall not be placed side by side in such a way that access to one berth can be obtained only over another.

14. Berths shall not be arranged in tiers of more than two; in the case of berths placed along the ship's side, there shall be only a single tier where a sidelight is situated above a berth.

15. The lower berth in a double tier shall be not less than 12 ins. (30 cm.) above the floor; the upper berth shall be placed approximately midway between the bottom of the lower berth and the lower side of the deckhead beams.

16. The minimum inside dimensions of a berth shall be 6 ft. 3 ins. by 2 ft. 3 ins. (190 cm. by 68 cm.).

17. The framework and the lee-board, if any, of a berth shall be of approved material, hard, smooth, and not likely to corrode or to harbour vermin.

18. If tubular frames are used for the construction of berths, they shall be completely sealed and without perforations which would give access to vermin.

19. Each berth shall be fitted with a spring bottom or a spring mattress and with a mattress of approved material. Stuffing of straw or other material likely to harbour vermin shall not be used.

20. When one berth is placed over another a dust-proof bottom of wood, canvas or other suitable material shall be fitted beneath the spring bottom of the upper berth.

21. Sleeping rooms shall be so planned and equipped as to ensure reasonable comfort for the occupants and to facilitate tidiness.

22. The furniture shall include a clothes locker for each occupant. The clothes lockers shall be not less than 5 ft. (152 cm.) in height and of a cross section area of 300 sq. ins. (19.30 sq. decimeters) and shall be fitted with a shelf and a hasp for a padlock. The padlock shall be provided by the occupant.

23. Each sleeping room shall be provided with a table or desk, which may be of the fixed, dropleaf or slide-out type, and with comfortable seating accommodation as necessary.

24. The furniture shall be of smooth, hard material not liable to warp or corrode.

25. The drawer or equivalent space for each occupant shall be not less than 2 cu. ft. (0.56 cu. m.).

26. Sleeping rooms shall be fitted with curtains for the sidelights.

27. Sleeping rooms shall be fitted with a mirror, small cabinets for toilet requisites, a book rack and a sufficient number of coat hooks.

28. As far as practicable, berthing of crew members shall be so arranged that watches are separated and that no daymen share a room with watch-keepers.

Article 11

1. Sufficient mess room accommodation shall be provided in all ships.

2. In ships of less than 1,000 tons separate mess room accommodation shall be provided for—

- (a) master and officers;
- (b) petty officers and other ratings.

3. In ships of 1,000 tons and over, separate mess room accommodation shall be provided for—

- (a) master and officers;
- (b) deck department petty officers and other ratings;
- (c) engine department petty officers and other ratings;

Provided that—

- (i) one of the two mess rooms for the petty officers and other ratings may be allotted to the petty officers and the other to the other ratings;
- (ii) a single mess room may be provided for deck and engine department petty officers and other ratings in cases in which the organizations of shipowners and/or shipowners and the recognized *bona fide* trade unions of seafarers concerned have expressed a preference for such an arrangement.

4. Adequate mess room accommodation shall be provided for the catering department, either by the provision of a separate mess room or by giving them the right to the use of the mess rooms assigned to other groups; in the case of ships of 5,000 tons or over with more than five persons in the catering department consideration shall be given to the provision of a separate mess room.

5. The dimensions and equipment of each mess room shall be sufficient for the number of persons likely to use it at any one time.

6. Mess rooms shall be equipped with tables and approved seats sufficient for the number of persons likely to use them at any one time.

7. The competent authority may permit such exceptions to the foregoing rules concerning mess room accommodation as may be necessary to meet the special conditions in passenger ships.

8. Mess rooms shall be located apart from the sleeping rooms and as close as practicable to the galley.

9. Where available pantries are not accessible to mess rooms, adequate lockers for mess utensils and proper facilities for washing utensils shall be provided.

10. The tops of tables and seats shall be of damp-resisting material, without cracks and capable of being easily cleaned.

Article 12

1. In all ships a space or spaces to which the crew can have access when off duty shall be provided on an open deck; the space or spaces shall be of adequate area, having regard to the size of the ship and the crew.

2. Recreation accommodation, conveniently situated and appropriately furnished, shall be provided for officers and for ratings. Where this is not provided separately from the mess rooms the latter shall be planned, furnished and equipped to give recreational facilities.

Article 13

1. Sufficient sanitary accommodation, including wash basins and tub and/or shower baths, shall be provided in all ships.

2. The following minimum number of separate water closets shall be provided:

- (a) in ships of under 800 tons: three;
- (b) in ships of 800 tons or over, but under 3,000 tons: four;
- (c) in ships of 3,000 tons or over: six;
- (d) in ships where the radio officers or operators are accommodated in an isolated position, sanitary facilities near or adjacent thereto shall be provided.

3. National laws or regulations shall prescribe the allocation of water closets to various groups, subject to the provisions of paragraph 4 of this Article.

4. Sanitary facilities for all members of the crew who do not occupy rooms to which private facilities are attached shall be provided for each group of the crew on the following scale:

- (a) one tub and/or shower bath for every eight persons or less;
- (b) one water closet for every eight persons or less;
- (c) one wash basin for every six persons or less:

Provided that when the number of persons in a group exceeds an even multiple of the specified number by less than one half of the specified number this surplus may be ignored for the purpose of this paragraph.

5. When the total number of the crew exceeds 100 and in passenger vessels normally engaged on voyages of not more than four hour's duration, consideration may be given by the competent authority to special arrangements or a reduction in the number of facilities required.

6. Cold fresh water and hot fresh water or means of heating water shall be available in all communal wash places. The competent authority, in consultation with the organization of shipowners and/or the shipowners and with the recognized *bona fide* trade unions of seafarers, may fix the maximum amount of fresh water which the shipowner may be required to supply per man per day.

7. Wash basins and tub baths shall be of adequate size and constructed of approved material with a smooth surface not liable to crack, flake or corrode.

8. All water closets shall have ventilation to the open air, independently of any other part of the accommodation.

9. All water closets shall be of an approved pattern and provided with an ample flush of water, available at all times and independently controllable.

10. Soil pipes and waste pipes shall be of adequate dimensions and shall be so constructed as to minimize the risk of obstruction and to facilitate cleaning.

11. Sanitary accommodation intended for the use of more than one person shall comply with the following requirements:

- (a) floors shall be of approved durable material, easily cleaned and impervious to damp, and shall be properly drained;
- (b) bulkheads shall be of steel or other approved material and shall be watertight up to at least 9 ins. (23 cm.) above the level of the deck;
- (c) the accommodation shall be sufficiently lighted, heated and ventilated;
- (d) water closets shall be situated convenient to, but separate from, sleeping rooms and wash rooms, without direct access from the sleeping rooms or from a passage between sleeping rooms and water closets to which there is no other access: Provided that this requirement shall not apply where a water closet is located in a compartment between two sleeping rooms having a total of not more than four persons;
- (e) where there is more than one water closet in a compartment, they shall be sufficiently screened to ensure privacy.

12. In all ships facilities for washing and drying clothes shall be provided on a scale appropriate to the size of the crew and the normal duration of the voyage.

13. The facilities for washing clothes shall include suitable sinks, which may be installed in wash rooms, if separate laundry accommodation is not reasonably practicable, with an adequate supply of cold water and hot fresh water or means of heating water.

14. The facilities for drying clothes shall be provided in a compartment separate from sleeping rooms and mess rooms, adequately ventilated and heated and equipped with lines or other fittings for hanging clothes.

Article 14

1. In any ship carrying a crew of fifteen or more and engaged in a voyage of more than three days' duration, separate hospital accommodation shall be provided. The competent authority may relax this requirement in respect of vessels engaged in coastal trade.

2. The hospital accommodation shall be suitably situated, so that it is easy of access and so that the occupants may be comfortably housed and may receive proper attention in all weathers.

3. The arrangement of the entrance, berths, lighting, ventilation, heating and water supply shall be designed to ensure the comfort and facilitate the treatment of the occupants.

4. The number of hospital berths required shall be prescribed by the competent authority.

5. Water closet accommodation shall be provided for the exclusive use of the occupants of the hospital accommodation, either as part of the accommodation or in close proximity thereto.

6. Hospital accommodation shall not be used for other than medical purposes.

7. An approved medicine chest with readily understandable instructions shall be carried in every ship which does not carry a doctor.

Article 15

1. Sufficiently and adequately ventilated accommodation for the hanging of oilskins shall be provided outside but convenient to the sleeping rooms.

2. In ships of over 3,000 tons one room for the deck department and one room for the engine department shall be provided and equipped for use as an office.

3. In ships regularly trading to mosquito-infested ports provision shall be made to protect the crews' quarters against the admission of mosquitoes by the fitting of suitable screens to side scuttles, ventilators and doors to the open deck.

4. All ships trading regularly to or in the tropics and the Persian Gulf shall be equipped with awnings for use over exposed decks above crew accommodation and over recreation deck space or spaces.

Article 16

1. In the case of the ships mentioned in paragraph 5 of Article 10 the competent authority may, in respect of the members of the crew there referred to, modify the requirements laid down in the foregoing articles as far as may be necessary to take account of their distinctive national habits and customs and in particular may make special arrangements concerning the number of persons occupying sleeping rooms and concerning mess room and sanitary facilities.

2. In modifying the said requirements the competent authority shall be bound by the specifications set forth in paragraphs 1 and 2 of Article 10 and by the minimum sleeping space requirements prescribed for such groups of ratings in paragraph 5 of Article 10.

3. In ships in which the crew in any department are persons of widely different national habits and customs, separate and appropriate sleeping and living accommodation shall be provided as may be necessary to meet the requirements of the different groups.

4. In the case of the ships mentioned in paragraph 5 of Article 10 the hospital, dining, bathing and sanitary facilities shall be provided and maintained on a standard, in regard to their quantity and practical usefulness, equal or comparable to that which obtains aboard all other ships of similar type and belonging to the same registry.

5. The competent authority shall, when framing special regulations under this Article, consult the recognized *bona fide* trade unions of seafarers concerned and the organizations of shipowners and/or the shipowners employing them.

Article 17

1. Crew accommodation shall be maintained in a clean and decently habitable condition and shall be kept free of goods and stores not the personal property of the occupants.

2. The master, or an officer specially deputed for the purpose by him, accompanied by one or more members of the crew, shall inspect all crew accommodation at intervals of not more than one week. The results of each such inspection shall be recorded.

PART IV. APPLICATION OF CONVENTION TO EXISTING SHIPS

Article 18

1. Subject to the provisions of paragraphs 2, 3 and 4 of this Article, this Convention applies to ships the keels of which are laid down subsequent to the coming into force of the Convention for the territory of registration.

2. In the case of a ship which is fully complete on the date of the coming into force of this Convention for the territory of registration and which is below the standard set by Part III of this Convention, the competent authority may, after consultation with the organizations of shipowners and/or the shipowners and with the *bona fide* trade unions of seafarers, require such alterations for the purpose of bringing the ship into conformity with the requirements of the Convention as it deems possible, having regard to the practical problems involved, to be made when—

- (a) the ship is re-registered;
- (b) substantial structural alterations or major repairs are made to the vessel as a result of long-range plans and not as a result of an accident or emergency.

3. In the case of a ship in the process of building and/or reconversion on the date of the coming into force of this Convention for the territory of registration, the competent authority may, after consultation with the organizations of shipowners and/or the shipowners and with the *bona fide* trade unions of seafarers, require such alterations for the purpose of bringing the ship into conformity with the requirements of the Convention as it deems possible having regard to the practical problems involved; such alterations shall constitute final compliance with the terms of this Convention, unless and until the ship be re-registered.

4. In the case of a ship, other than such a ship as is referred to in paragraphs 2 and 3 of this Article or a ship to which the provisions of this Convention were applicable while she was under construction, being re-registered in a territory after the date of the coming into force of this Convention for that territory, the competent authority may, after consultation with the organizations of shipowners and/or the shipowners and with the *bona fide* trade unions of seafarers, require such alterations for the purpose of bringing the ship into conformity with the requirements of the Convention as it deems possible having regard to the practical problems involved; such alterations shall constitute final compliance with the terms of this Convention, unless and until the ship is again re-registered.

PART V. FINAL PROVISIONS

Article 19

Nothing in this Convention shall affect any law, award, custom or agreement between shipowners and seafarers which ensures more favourable conditions than those provided for by this Convention.

Articles 20-27

(Standard Final Provisions, cf. Articles 7-16 of Convention No. 98 above.)

Appendix 16.—Convention No. 93 concerning Wages, Hours of Work on Board Ship and Manning (Revised 1949)

The General Conference of the International Labour Organization,
Having been convened at Geneva by the Governing Body of the International Labour Office, and having met in its Thirty-second Session on 8th June 1949, and

Having decided upon the adoption of certain proposals with regard to the partial revision of the Wages, Hours of Work and Manning (Sea) Convention, 1946, adopted by the Conference at its Twenty-eighth Session, which is included in the twelfth item on the agenda of the session, and

Considering that these proposals must take the form of an international Convention,

adopts this eighteenth day of June of the year one thousand nine hundred and forty-nine the following Convention, which may be cited as the Wages, Hours of Work and Manning (Sea) Convention (Revised), 1949:

PART I. GENERAL PROVISIONS

Article 1

Nothing in this Convention shall be deemed to prejudice any provision concerning wages, hours of work on board ship, or manning, by law, award, custom or agreement between shipowners and seafarers, which ensures the seafarers conditions more favourable than those provided for by this Convention.

Article 2

1. This Convention applies to every vessel, whether publicly or privately owned, which is—
 - (a) mechanically propelled;
 - (b) registered in a territory for which the Convention is in force;
 - (c) engaged in the transport of cargo or passengers for the purpose of trade; and
 - (d) engaged in a voyage by sea.
2. This Convention does not apply to—
 - (a) vessels of less than 500 gross register tons;
 - (b) wooden vessels of primitive build such as dhows and junks;
 - (c) vessels engaged in fishing or in operations directly connected therewith;
 - (d) estuarial craft.

Article 3

This Convention applies to every person who is engaged in any capacity on board a vessel except—

- (a) a master;
- (b) a pilot not a member of the crew;
- (c) a doctor;
- (d) nursing staff engaged exclusively on nursing duties and hospital staff;
- (e) persons whose duties are connected solely with the cargo on board;
- (f) persons working exclusively on their own account or remunerated exclusively by a share of profits or earnings;
- (g) persons not remunerated for their services or remunerated only by a nominal salary or wage;
- (h) persons, excluding those in the service of a wireless telegraphy company, who are employed on board by an employer other than the shipowner;
- (i) travelling dockers (longshoremen) not members of the crew;
- (j) persons employed in whale-catching, floating factory or transport vessels or otherwise for the purpose of whaling or similar operations under conditions regulated by the provisions of a special collective whaling or similar agreement determining the rates of pay, hours of work and other conditions of service concluded by an organization of seafarers;
- (k) persons who are not members of the crew (whether working on or off articles) but are employed while the vessel is in port on repairing, cleaning, loading or unloading the vessel or similar work or on port relief, maintenance, watch or caretaking duties.

Article 4

In this Convention—

- (a) the term “officer” means a person other than a master who is described in the ship’s articles as an officer or who is serving in a capacity which by law, collective agreement or custom is recognized as that of an officer;
- (b) the term “rating” means a member of the crew other than a master or officer and includes a certificated seaman;

- (c) the term "able seaman" means any person who by national laws or regulations, or in the absence of such laws or regulations by collective agreement, is deemed to be competent to perform any duty which may be required of a rating serving in the deck department other than the duties of a leading or specialist rating;
- (d) the term "basic pay or wages" means the remuneration of an officer or rating in cash, exclusive of overtime, premiums or any other allowances either in cash or in kind.

PART II. WAGES

Article 5

1. The basic pay or wages for a calendar month of service of an able seaman employed in a vessel to which this Convention applies shall not be less than sixteen pounds in currency of the United Kingdom of Great Britain and Northern Ireland or sixty-four dollars in currency of the United States of America or the equivalent thereof in other currency.

2. In the event of a change in the par value of the pound or the dollar being notified to the International Monetary Fund—

- (a) the minimum basic wage prescribed in paragraph 1 of this Article in terms of the currency in respect of which such notification has been made shall be adjusted so as to maintain equivalence with the other currency;
- (b) the adjustment shall be notified by the Director-General of the International Labour Office to the Members of the International Labour Organization; and
- (c) the minimum basic wage so adjusted shall be binding upon Members which have ratified the Convention in the same manner as the wage prescribed in paragraph 1 of this Article, and shall take effect for each such Member not later than the beginning of the second calendar month following that in which the Director-General communicates the change to Members.

Article 6

1. In the case of ships in which are employed such groups of ratings as necessitate the employment of larger groups of ratings than would otherwise be employed the minimum basic pay or wages of an able seaman shall be an amount fixed as the adjusted equivalent of the minimum basic pay or wages stipulated in the preceding article.

2. The adjusted equivalent shall be fixed in accordance with the principle of equal pay for equal work and due allowance shall be made for—

- (a) the extra number of ratings of such groups who are employed; and
- (b) any increase or decrease in cost to the shipowner consequent on the employment of such groups of ratings.

3. The adjusted equivalent shall be determined by collective agreement between the organizations of shipowners and seafarers concerned or, failing such agreement and subject to both countries concerned having ratified the Convention, by the competent authority of the territory of the group of seafarers concerned.

Article 7

If meals are not provided free of charge, the minimum basic pay or wages shall be increased by an amount to be determined by collective agreement between the organizations of shipowners and seafarers concerned or, failing such agreement, by the competent authority.

Article 8

1. The rate to be used for determining the equivalent in other currency of the minimum basic pay or wages prescribed in Article 5 shall be the ratio between the par value of that currency and the par value of the pound of the United Kingdom of Great Britain and Northern Ireland or of the dollar of the United States of America.

2. In the case of the currency of a Member of the International Labour Organization which is a Member of the International Monetary Fund, the par value shall be that currently in effect under the Articles of Agreement of the International Monetary Fund.

3. In the case of the currency of a Member of the International Labour Organization which is not a Member of the International Monetary Fund, the par value shall be the official rate of exchange in terms of gold or of the dollar of the United States of America of the weight and fineness in effect on 1 July 1944, currently in effect for payments and transfers for current international transactions.

4. In the case of any currency which cannot be dealt with under the provisions of either of the two preceding paragraphs—

- (a) the rate to be adopted for the purpose of this Article shall be determined by the Member of the International Labour Organization concerned;
- (b) the Member concerned shall notify its decision to the Director-General of the International Labour Office, who shall forthwith inform the other Members which have ratified this Convention;
- (c) within a period of six months from the date on which the information is communicated by the Director-General, any other Member which has ratified the Convention may inform the Director-General of the International Labour Office that it objects to the decision, and the Director-General shall thereupon inform the Member concerned and the other Members which have ratified the Convention and shall report the matter to the Committee provided for in Article 21;
- (d) the foregoing provisions shall apply in the event of any change in the decision of the Member concerned.

5. A change in basic pay or wages as a result of a change in the rate for determining the equivalent in other currency shall take effect not later than the beginning of the second calendar month following that in which the change in the relative par values of the currencies concerned becomes effective.

Article 9

Each Member shall take the necessary measures—

- (a) to ensure, by way of a system of supervision and sanctions, that remuneration is paid at not less than the rate required by this Convention; and

- (b) to ensure that any person who has been paid at a rate less than that required by this Convention is enabled to recover, by an inexpensive and expeditious judicial or other procedure, the amount by which he has been underpaid.

PART III. HOURS OF WORK ON BOARD SHIP

Article 10

This Part of this Convention does not apply to—

- (a) a chief officer or chief engineer;
- (b) a purser;
- (c) any other officer in charge of a department who does not keep watch;
- (d) a person employed in the clerical or catering department of a vessel who is—
 - (i) serving in a superior grade as defined by a collective agreement between the organizations of shipowners and seafarers concerned; or
 - (ii) working chiefly on his own account; or
 - (iii) remunerated solely on a commission basis or chiefly by a share of profits or earnings.

Article 11

In this Part of this Convention—

- (a) the term “near trade ship” means a vessel exclusively engaged in voyages upon which it does not proceed farther from the country from which it trades than the near-by ports of neighbouring countries within geographical limits which—
 - (i) are clearly specified by national laws, regulations or by collective agreement between organizations of shipowners and seafarers;
 - (ii) are uniform in respect of the application of all the provisions of this Part of the Convention;
 - (iii) have been notified by the Member when registering its ratification by a declaration annexed thereto; and
 - (iv) have been fixed after consultation with the other Members concerned;
- (b) the term “distant trade ship” means a vessel other than a near trade ship;
- (c) the term “passenger ship” means a vessel licensed to carry more than twelve passengers;
- (d) the term “hours of work” means time during which a person is required by the orders of a superior to do work on account of the vessel or the owner.

Article 12

1. This Article applies to officers and ratings employed in the deck, engine-room and radio departments of near trade ships.

2. The normal hours of work of an officer or rating shall not exceed—
 - (a) when the vessel is at sea, twenty-four hours in any period of two consecutive days;
 - (b) when the vessel is in port—
 - (i) on the weekly day of rest, such time not exceeding two hours as is necessary for ordinary routine and sanitary duties;
 - (ii) on other days, eight hours except where a collective agreement provides for less on any day;
 - (c) one hundred and twelve hours in a period of two consecutive weeks.
3. Time worked in excess of the limits prescribed in subparagraphs (a) and (b) of paragraph 2 shall be regarded as overtime for which the officer or rating concerned shall be entitled to compensation in accordance with the provisions of Article 17 of this Convention.
4. When the total number of hours worked in a period of two consecutive weeks, excluding hours regarded as overtime, exceeds one hundred and twelve, the officer or rating concerned shall be compensated by time off in port or otherwise as may be determined by collective agreement between the organizations of shipowners and seafarers concerned.
5. National laws or regulations or collective agreements shall determine when a ship is to be regarded as being at sea and when it is to be regarded as being in port for the purposes of this Article.

Article 13

1. This Article applies to officers and ratings employed in the deck, engine-room and radio departments of distant trade ships.
2. When the vessel is at sea and on days of sailing and arrival, the normal hours of work of an officer or rating shall not exceed eight hours in any one day.
3. When the vessel is in port, the normal hours of work of an officer or rating shall not exceed—
 - (a) on the weekly day of rest, such time not exceeding two hours as is necessary for ordinary routine and sanitary duties;
 - (b) on other days, eight hours except where a collective agreement provides for less on any day.
4. Time worked in excess of the daily limits prescribed in the preceding paragraphs shall be regarded as overtime for which the officer or rating shall be entitled to compensation in accordance with the provisions of Article 17 of this Convention.
5. When the total number of hours worked in a period of one week, excluding hours regarded as overtime, exceeds forty-eight, the officer or rating shall be compensated by time off in port or otherwise as may be determined by collective agreement between the organizations of shipowners and seafarers concerned.
6. National laws or regulations or collective agreements shall determine when a ship is to be regarded as being at sea and when it is to be regarded as being in port for the purposes of this Article.

Article 14

1. This Article applies to persons employed in the catering department of a vessel.

2. In the case of a passenger ship normal hours of work shall not exceed—

- (a) when the vessel is at sea and on days of sailing and arrival, ten hours in any consecutive period of fourteen hours;
- (b) when the vessel is in port—
 - (i) when passengers are on board, ten hours in any period of fourteen hours;
 - (ii) in other cases—
 - on the day preceding the weekly day of rest, five hours;
 - on the weekly day of rest, five hours for persons engaged in messing duties and such time not exceeding two hours as is necessary for ordinary routine and sanitary duties in the case of other persons;
 - on any other day, eight hours.

3. In the case of a vessel not a passenger ship, normal hours of work shall not exceed—

- (a) when the vessel is at sea and on days of sailing and arrival, nine hours in any period of thirteen hours;
- (b) when the vessel is in port—
 - on the weekly day of rest, five hours;
 - on the day preceding the weekly day of rest, six hours;
 - on any other days, eight hours in any period of twelve hours.

4. When the total number of hours worked in a period of two consecutive weeks exceeds one hundred and twelve the person concerned shall be compensated by time off in port or otherwise as may be determined by collective agreement between the organizations of shipowners and seafarers concerned.

5. National laws or regulations or collective agreements between the organizations of shipowners and seafarers concerned may make special arrangements for the regulation of the hours of work of night watchmen.

Article 15

1. This Article applies to officers and ratings employed in near and distant trade ships.

2. Time off in port should be the subject of negotiations between the organizations of shipowners and seafarers concerned on the basis that officers and ratings should receive the maximum time off in port that is practicable and that such time off should not count as leave.

Article 16

1. The competent authority may exempt from the application of this Part of this Convention, officers already excluded therefrom by virtue of Article 10, subject to the following conditions:

- (a) the officers must be entitled in virtue of a collective agreement to conditions of employment which the competent authority certifies constitute full compensation for the non-application of this Part of the Convention;
- (b) the collective agreement must have been originally concluded before 30th June 1946, and the agreement or a renewal thereof must be still in force.

2. A Member having recourse to the provisions of paragraph 1 shall supply to the Director-General of the International Labour Office full particulars of any such collective agreement and the Director-General shall lay a summary of the information received by him before the Committee referred to in Article 21.

3. The said Committee shall consider whether the collective agreements reported to it provide for conditions of employment which constitute full compensation for the non-application of this Part of this Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or suggestions made by the Committee concerning such agreements and further undertakes to bring any such observations or suggestions to the notice of the organizations of shipowners and officers who are parties to such agreements.

Article 17

1. The rate or rates of compensation for overtime shall be prescribed by national laws or regulations or be fixed by collective agreement, but in no case shall the hourly rate of payment for overtime be less than one and a quarter times the basic pay or wages per hour.

2. Collective agreements may provide for compensation by equivalent time off duty and off the vessel in lieu of cash payment or for any other method of compensation.

Article 18

1. The consistent working of overtime shall be avoided whenever possible.

2. Time spent in the following work shall not be included in normal hours of work or be regarded as overtime for the purpose of this Part of this Convention:

- (a) work that the master deems to be necessary and urgent for the safety of the vessel, cargo or persons on board;
- (b) work required by the master for the purpose of giving assistance to other vessels or persons in distress;
- (c) musters, fire, lifeboat and similar drills of the kind prescribed by the International Convention for the Safety of Life at Sea for the time being in force;
- (d) extra work for the purposes of customs or quarantine or other health formalities;
- (e) normal and necessary work by officers for the determination of the position of the ship and for making meteorological observations;
- (f) extra time required for the normal relieving of watches.

3. Nothing in this Convention shall be deemed to impair the right and duty of the master of a vessel to require, or the duty of an officer or rating to perform, any work deemed by the master to be necessary for the safe and efficient operation of the vessel.

Article 19

1. No person under the age of sixteen years shall work at night.

2. For the purpose of this Article, "night" means a period of at least nine consecutive hours between times before and after midnight to be prescribed by national laws or regulations or collective agreements.

PART IV. MANNING

Article 20

1. Every vessel to which this Convention applies shall be sufficiently and efficiently manned for the purposes of—

- (a) ensuring the safety of life at sea;
- (b) giving effect to the provisions of Part III of this Convention; and
- (c) preventing excessive strain upon the crew and avoiding or minimizing as far as practicable the working of overtime.

2. Each Member undertakes to maintain, or to satisfy itself that there is maintained, efficient machinery for the investigation and settlement of any complaint or dispute concerning the manning of a vessel.

3. Representatives of the organizations of shipowners and seafarers shall participate, with or without other persons or authorities, in the operation of such machinery.

PART V. APPLICATION OF THE CONVENTION

Article 21

1. Effect may be given to this Convention by (a) laws or regulations; (b) collective agreements between shipowners and seafarers (except as regards paragraph 2 of Article 20); or (c) a combination of laws or regulations and collective agreements between shipowners and seafarers. Except as may be otherwise provided herein, the provisions of this Convention shall be made applicable to every vessel registered in the territory of the ratifying Member and to every person engaged on any such vessel.

2. Where effect has been given to any provision of this Convention by a collective agreement in pursuance of paragraph 1 of this Article, then notwithstanding anything contained in Article 9 of this Convention the Member shall not be required to take any measures in pursuance of Article 9 of this Convention in respect of the provisions of the Convention to which effect has been so given by collective agreement.

3. Each Member ratifying this Convention shall supply to the Director-General of the International Labour Office information on the measures by which the Convention is applied, including particulars of any collective agreements in force which give effect to any of its provisions.

4. Each Member ratifying this Convention undertakes to take part, by means of a tripartite delegation, in any Committee representative of Governments and shipowners' and seafarers' organizations, and including, in an advisory capacity, representatives of the Joint Maritime Commission of the International Labour Office, which may be set up for the purpose of examining the measures taken to give effect to the Convention.

5. The Director-General shall lay before the said Committee a summary of the information received by him under paragraph 3 above.

6. The Committee shall consider whether the collective agreements reported to it give full effect to the provisions of the Convention. Each Member ratifying the Convention undertakes to give consideration to any observations or suggestions concerning the application of the Convention made by the Committee, and further undertakes to bring to the notice of the organizations of shipowners and of seafarers who are parties to any of the collective agreements mentioned in paragraph 1 any observations

or suggestions of the aforesaid Committee concerning the degree to which such agreements give effect to the provisions of the Convention.

Article 22

1. Each Member which ratifies this Convention shall be responsible for the application of its provisions to vessels registered in its territory and shall, except where effect is given to the Convention by collective agreements, maintain in force laws or regulations which—

- (a) determine the respective responsibilities of the shipowner and the master for ensuring compliance therewith;
- (b) prescribe adequate penalties for any violation thereof;
- (c) provide for adequate public supervision of compliance with Part IV of the Convention;
- (d) require the keeping of the records of hours worked necessary for the purposes of Part III of the Convention and of the compensation granted in respect of overtime and of excess hours of work;
- (e) ensure to seafarers the same remedies for recovering payments due to them in respect of compensation for overtime and for excess hours of work as they have for recovering other arrears of pay.

2. The organizations of shipowners and seafarers concerned shall, so far as is reasonable and practicable, be consulted in the framing of all laws or regulations for giving effect to the provisions of this Convention.

Article 23

For the purpose of giving mutual assistance in the enforcement of this Convention, every Member which ratifies the Convention undertakes to require the competent authority in every port in its territory to inform the consular or other appropriate authority of any other such Member of any case in which it comes to the notice of such authority that the requirements of the Convention are not being complied with in a vessel registered in the territory of that other Member.

PART VI. FINAL PROVISIONS

Article 24

For the purpose of Article 28 of the Hours of Work and Manning (Sea) Convention, 1936, the present Convention shall be regarded as a Convention revising that Convention.

Articles 25-32

(Standard Final Provisions, cf. Articles 7-16 of Convention No. 98 above.)

Appendix 17.—Resolution concerning the Arrangements to be made for Participation of the International Labour Organization in the Expanded Co-operative Programme of Technical Assistance for Economic Development

The Conference authorizes the Governing Body, in the event of its being possible to initiate an expanded programme of technical assistance for economic development before the 33rd Session of the Conference and pending the submission of more detailed proposals to the Conference at that session, to make, in consultation with States Members and with the United Nations, and particularly with the Economic and Social Council, and with other specialized agencies, such interim arrangements as may be appropriate to permit the International Labour Organization to initiate such an expanded programme as part of the co-operative programme contemplated by the Economic and Social Council, and to obtain and to expend the necessary funds therefor.

Appendix 18.—Resolution concerning Annual Holidays with Pay and Recreation

Whereas annual holidays with pay and adequate recreation for workers are basic needs of working people;

Whereas the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve the provision of adequate facilities for recreation and culture;

Whereas the Convention concerning annual holidays with pay has been ratified so far by only a small number of countries and the information available on the number of workers having holidays with pay in countries which have not ratified the Convention is incomplete;

Whereas it is desirable that the Convention should now be further considered in the light of the developments in regard to holidays with pay which have taken place in many countries since its adoption;

Whereas it would be desirable to have further information on the relation between holidays with pay and production costs,

The Conference

Requests the Governing Body to instruct the International Labour Office as soon as practicable—

- (a) to prepare, with a view to early consideration of the matter by the Conference and such other action by the Organization as may be appropriate, a report indicating how the existing legislation, collective agreements or practice of States Members ensure annual holidays with pay to various categories of workers, including workers not covered by the existing Convention, according to occupation, age and duration of service, and the length of the holidays provided for;
- (b) to prepare a report containing practical information concerning methods of providing facilities enabling workers who wish to use them to take full advantage of their annual holidays with pay, of their weekly rest period and of their leisure in general for physical and cultural recreation and for raising their cultural level and standard of living and concerning the way in which the State, the social insurance system, workers' organizations, employers, etc., contribute towards facilitating workers' recreation.

Appendix 19.—Resolution concerning Unemployment

Whereas the Preamble to the Constitution of the International Labour Organization lays down as one of the main aims of the International Labour Organization the prevention of unemployment;

Whereas the Declaration of Philadelphia recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve full employment and the raising of the standard of living;

Whereas the International Labour Organization has been carrying on a number of activities of a practical nature which seek to diminish unemployment and to enhance the opportunities for effective employment, notably assistance to various States in—

- (a) the improvement of employment services;
- (b) the development of vocational guidance and vocational training both for young persons and adults;
- (c) the implementation of migration programs among both countries of emigration and countries of immigration; and
- (d) the improvement of social security services;

Whereas nevertheless in a number of countries unemployment has recently been increasing to a considerable extent;

Whereas unemployment undermines the standard of living not only of the unemployed, the partially employed and their dependants but also of employed persons;

Whereas some systems of unemployment insurance or assistance are inadequate as to scope, the level of benefit or allowance and the period of eligibility for benefit or allowance;

Whereas a comprehensive survey of the present situation is desirable as a basis for the discussion of any concrete measures which may appear necessary,

The Conference requests the Governing Body—

1. To give consideration to instructing the Director-General to prepare, without delay, a comprehensive report on the problem of unemployment, including, so far as possible, information relating to—

- (a) the situation and trend of employment, unemployment and partial unemployment in the different countries;
- (b) the effects of unemployment and partial unemployment upon the standard of living of those directly concerned and their dependants and of all wage earners;
- (c) measures taken—
 - (i) to alleviate the effects of unemployment and partial unemployment;
 - (ii) to raise the level of employment, more particularly by the expansion of international trade, the development of basic industries and other measures directed towards increasing the volume of employment opportunities;

2. To consider the desirability of placing on the agenda of an early session of the Conference the question of unemployment, with a view to achieving fuller and more effective use of manpower, both within each nation and internationally;

3. To instruct the International Labour Office, in connection with its manpower program—

- (a) to continue to follow questions of employment and unemployment with the closest attention;
- (b) to co-operate with the United Nations and the specialized agencies directly concerned in the reporting and analysis of employment and unemployment and in the formulation of recommendations to combat unemployment.

Appendix 20.—Statement of Contributions due from States Members for 1950.

State (French alphabetical order)	Per- centage	Gross contributions U.S. Dollars	Credit in respect of 1948 balance U.S. Dollars	Credit in respect of 1946-47 balance U.S. Dollars	Net contribution 1950 U.S. Dollars
1. Afghanistan.....	.11	6,581.88	310.06	—	6,271.82
2. Albania.....	.11	6,581.88	—	—	6,581.88
3. Argentine Republic.....	2.45	146,596.39	6,511.20	—	140,085.19
4. Australia.....	2.68	160,358.50	7,131.31	—	153,227.19
5. Austria.....	.35	20,942.34	930.17	—	20,012.17
6. Belgium.....	2.22	132,834.28	5,891.08	—	126,943.20
7. Burma.....	.47	28,122.57	—	—	28,122.57
8. Bolivia.....	.24	14,360.46	620.11	1,916.06	11,824.29
9. Brazil.....	3.39	202,841.53	8,991.65	—	193,849.88
10. Bulgaria.....	.47	28,122.57	—	—	28,122.57
11. Canada.....	4.08	244,127.86	10,852.—	—	233,275.86
12. Ceylon.....	.58	34,704.45	790.65	—	33,913.80
13. Chile.....	.69	41,286.33	1,860.34	97.80	39,328.19
14. China.....	3.04	181,899.19	—	20,118.62	161,780.57
15. Colombia.....	.58	34,704.45	—	—	34,704.45
16. Costa Rica.....	.11	6,581.88	—	485.66	6,096.22
17. Cuba.....	.58	34,704.45	—	—	34,704.45
18. Denmark.....	1.16	69,408.90	3,100.57	—	66,308.33
19. Dominican Republic.....	.11	6,581.88	310.06	—	6,271.82
20. Egypt.....	1.40	83,769.36	3,720.68	—	80,048.68
21. Ecuador.....	.11	6,581.88	310.06	—	6,271.82
22. United States of America	22.—	1,316,375.73	46,508.55	—	1,269,867.18
23. Ethiopia.....	.11	6,581.88	—	—	6,581.88
24. Finland.....	.47	28,122.57	1,240.23	—	26,882.34
25. France.....	9.33	558,262.98	24,804.56	—	533,458.42
26. Greece.....	.35	20,942.34	—	—	20,942.34
27. Guatemala.....	.11	6,581.88	310.06	1,587.43	4,684.39
28. Haiti.....	.11	6,581.88	310.06	—	6,271.82
29. Hungary.....	.47	28,122.57	—	—	28,122.57
30. India.....	4.55	272,250.43	12,402.28	—	259,848.15
31. Iraq.....	.35	20,942.34	—	—	20,942.34
32. Iran.....	.58	34,704.45	—	4,790.15	29,914.30
33. Ireland.....	1.16	69,408.90	3,100.57	—	66,308.33
34. Iceland.....	.11	6,581.88	310.06	—	6,271.82
35. Israel.....	.11	6,581.88	—	—	6,581.88
36. Italy.....	3.50	209,423.41	6,201.14	—	203,222.27
37. Liberia.....	.11	6,581.88	310.06	—	6,271.82
38. Lebanon.....	.11	6,581.88	—	—	6,581.88
39. Luxembourg.....	.11	6,581.88	310.06	—	6,271.82
40. Mexico.....	1.28	76,589.13	3,410.63	1,322.97	71,855.53
41. Norway.....	.93	55,646.79	2,480.46	—	53,166.33
42. New Zealand.....	.93	55,646.79	2,480.46	—	53,166.33
43. Pakistan.....	.93	55,646.79	2,480.46	—	53,166.33
44. Panama.....	.11	6,581.88	310.06	—	6,271.82
45. Netherlands.....	1.16	69,408.90	3,100.57	—	66,308.33
46. Peru.....	.58	34,704.45	—	—	34,704.45
47. Philippines.....	.69	41,286.33	1,016.99	—	40,269.34
48. Poland.....	1.16	69,408.90	3,100.57	—	66,308.33
49. Portugal.....	.93	55,646.79	2,480.46	—	53,166.33
50. United Kingdom.....	12.58	752,727.58	33,486.16	—	719,241.42
51. Salvador.....	.11	6,581.88	164.33	—	6,417.55
52. Siam.....	.58	34,704.45	1,550.28	—	33,154.17
53. Sweden.....	2.22	132,834.28	5,891.08	—	126,943.20
54. Switzerland.....	1.98	118,473.81	5,270.97	—	113,202.84
55. Syria.....	.24	14,360.46	—	—	14,360.46
56. Czechoslovakia.....	1.05	62,827.02	2,170.40	—	60,656.62
57. Turkey.....	1.16	69,408.90	3,100.57	—	66,308.33
58. Union of South Africa....	1.87	111,891.94	4,960.91	—	106,931.03
59. Uruguay.....	.47	28,122.57	—	—	28,122.57
60. Venezuela.....	.47	28,122.57	1,240.23	1,677.45	25,204.89
100.—	100.—	5,983,526.—	225,833.16	31,996.14	5,725,696.70

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